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Local Government Service

No. 20

AUGUST, 1934

Vol. XV

THE CAMBRIDGE SUMMER SCHOOL

DISCUSSION ON THE PROBLEMS OF LOCAL GOVERNMENT



A Group at the English Summer School at Cambridge

A RECORD representation of over 100 members from all parts of the country ensured the successful launching at Newnham College, Cambridge, on June 30th, of the Fifth Nalگو Summer School. "Local Government Problems" served as the main theme for a series of eleven lectures, mostly by experienced officials. The relationship between local authorities and their officers on the one hand and the public on the other was regarded as the fundamental problem. In the words of the syllabus, "the Summer School is intended to be definitely educational and non-technical. Its function is to deal from the practical point of view with what may be called the philosophy of local government."

After the assembly of students in the course of the afternoon, the school was opened at dinner in the lofty hall of Newnham, many of the visitors first enjoying the delights of the comparatively little known but beautiful grounds of the famous women's college. This year the principal guest was the Parliamentary Secretary to the Ministry of Health, Mr. Geoffrey H. Shakespeare, M.A., LL.B., M.P., a barrister of the Middle Temple.

The chair was taken by the President (Dr. A. Witherspoon, M.O.H., Stoke-on-Trent), and among others present were Mrs. Geoffrey Shakespeare, the Mayor and Mayoress of Cambridge (Councillor and Mrs. A. A. Spalding), the chairman of the Cambridgeshire County Council (Alderman W. C. Jackson), and Mrs. Jackson; the Principal of Newnham (Miss J. P. Strachey); Alderman J. W. Catlow (President of the Association of Education Committees);

Mr. J. Chaston (Chairman N.A.L.G.O. Education Committee); Mr. W. W. Armitage (Vice-Chairman of the National Executive Council); Mr. L. Hill (General Secretary); Mr. H. Slater (Education Secretary); Mr. F. Hindle (President, Cambridge Branch); Mr. M. Watson (Secretary); Major G. T. King (President, Cambridgeshire Branch) and Mr. Edwards (Secretary); Mr. Ashley Tabrum (Clerk to the Cambridgeshire County Council) and Mrs. Tabrum; Dr. F. Robinson (M.O.H. of Cambridgeshire), and Mr. A. L. Peacock (Juvenile Employment Officer).

The President, in welcoming the guests, described Mr. Geoffrey Shakespeare as a very good friend of Nalگو. He (the President) only hoped their guest would have the opportunity of piloting another Bill on superannuation through Parliament. ("Hear, hear.")

The members of N.A.L.G.O. felt that the more they could work with the various Ministries and the Government of the day the better it was for the Association and—he thought he could safely say—for the local government of the country. They hoped, by keeping in touch with people in the Government and with civil servants, to be able to maintain a close contact and always feel that they were out for the general interests of the Local Government Service.

Mr. Shakespeare said that in his official capacity he came into touch with the fine work Nalگو was doing in the Local Government Service, and he knew Mr. Hill was a skilful negotiator long before the present scientific structure was established. N.A.L.G.O. was not only an organisation looking after the

interests of its 74,000 members and providing other benefits, but something far bigger, creating through its educational and examination facilities a national viewpoint instead of a parochial viewpoint. ("Hear, hear.") That aspect of their work had been of great benefit to the Local Government Service.

Touching on the relationship between the Ministry of Health and the Local Government Service, the speaker declared that the Ministry always looked upon it as a partner. It was true that in some respects the Ministry was the senior partner, and, as the loan sanctioning authority, it called the tune because it paid the piper. It was their job, too, to supervise the administration of the multifarious statutes Parliament passed from time to time, imposing as they did exceptional burdens on the local authorities. It had been said that a husband was the man who stood by his wife in the troubles he would not have had if he had been without her. (Laughter.) Similarly, the Ministry of Health stood by the local authorities in causing the troubles they would not have had had it not been for the Ministry!

"There is no good disguising the fact," he went on, "that central and local government are on trial. Everyone seems to be bitten by the Fascist bug, and to-day you have the urge to get things done. They say that legislation is too slow. If we at the Ministry were to appoint commissars in the areas of local authorities—particularly some of the rural districts—we should soon get adequate water supplies, the slum clearance campaigns would

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(Continued from preceding page)

be much more actively prosecuted, and there would be better housing. And, one must frankly admit, we should.

"But let us remember we are a democracy, and the price one pays for democracy is a certain measure of delay. We believe in our democratic system—in stimulation for dictatorship, in persuasion instead of compulsion, in acquiescence in preference to default, in free and willing co-operation instead of grudging acceptance. Although we pay for democracy to some extent in a measure of delay, at the same time we get the advantage of a steady, ordered progress, which is not easily retarded and which is not subject to the upsets and revisions any dictated system must be.

"Preserve our individual freedom and liberties, and our collective liberties, and we preserve and improve the fabric of our social life. We have in this country shown to the world a shining example of democracy, of central and local government at the highest point of achievement. ('Hear, hear.') Having been at the Ministry of Health for some time, I say that our system has stood us in good stead. I would rather sacrifice something in speed in order to gain something in collective responsibility. I am not prepared to barter away our system in order to find a job for an unemployed baron." (Applause.)

The Hadow Report

In a reference to the Hadow Report, Mr. Shakespeare said that the increasing importance of local government, the dignity of its service and the status of its officers indicated that the time must come when they must try to assimilate the conditions of the local service with those of the central civil service. In connection with the devising of more efficient methods of recruitment, promotion and superannuation, the Ministry were consulting various representatives of local government, and it was clear that some things could be done by administration and others by legislation. He had pleasure in seeing the Superannuation Bill through last year, and, although the present parliamentary programme was overloaded, he was hoping to see another measure by way of supplementing the work of the 1922 Act and making superannuation compulsory to the widest possible extent.

After all, the 1922 Act was introduced as a private Members' Bill, and he was hopeful that following the negotiations with local authorities' representatives a private Bill would be forthcoming next session to give the security to

local government officers which they were entitled to. In the last three years the number of local authorities adopting the Act had been steadily on the increase, the total to-day being 948, whereas in 1931 it was only 650.

In a closing word on education, the speaker sounded a warning against over-specialisation. The expert had been described as the man who knew more and more about less and less, and, as John Bright said about them, the only trouble with experts was that they were so often wrong! The aim of local government officers should be for all to learn something of other departments, each widening in knowledge until all knew everything about something and something about everything, a condition which could be regarded as the ultimate end of education.

A vote of thanks to Mr. Shakespeare was moved by Mr. Chaston, who also gave a review of the educational work of the Association. It was most encouraging, he said, to see representatives of so many local bodies present, because it showed they were definitely cognisant of the complexity of local government and the need of education of officers in regard to that particular service. To the trained mind local government was bewildering; to the untrained it was absolute confusion. The object of the Summer School was to widen the education of local government officers.

They had been getting, and were getting, he pointed out, a regular spate of new legislation, and he hoped it would bring with it a new superannuation measure for local government officers.

Proceeding to deal with their educational policy, he said they definitely aimed at improving the quality of the service of local government officers and also at the betterment of local government in the country. Their policy, too, was in agreement with the recommendations of the Hadow Committee's report. One of their main purposes was to see that new entrants to the service secured proper training and education, particularly in the early stages.

"We can do it by interesting new members in the appropriate examinations," he continued, "and by placing before them our courses in connection with the Nalگو Correspondence Institute. Thirdly, we have our scholarships which aggregate about £800 a year, so we are doing something concrete to assist the junior."

Diplomas and Degrees

After referring to the development of the loans scheme, Mr. Chaston went on to stress the importance of administration. The art of getting things done, he said, was a most essential part of their activities. The Association recognised that long ago, and it was not the local authorities but the officers themselves who set up a particular standard and urged universities to establish diplomas and degrees of public administration. Most universities had done so, and they were hoping that Wales would soon follow suit.

Going on to refer again to the Hadow Committee's report Mr. Chaston urged that in the consideration of the purposes there should be the greatest possible collaboration between local government authorities and the Association. "I venture to suggest that it will be materially assisted by our direct representation on the Central Advisory Committee which may be set up in consequence of this report," he said.

"Local government administration definitely depends on the quality of the service of those engaged in it. We have shown our desire to improve the quality and we would embrace any opportunity to work jointly with local authorities and others to implement the recommendations of the Hadow Committee which have this object in view.

But you are not going to get a higher efficiency or benefit from it unless you have a



Mr. G. H. SHAKESPEARE, M.P.

universal superannuation scheme, because you will not get the fluidity of service of local government officers throughout the country in the absence of such a measure. And I hope that very soon we may see a compulsory superannuation measure on the Statute Book." (Applause.)

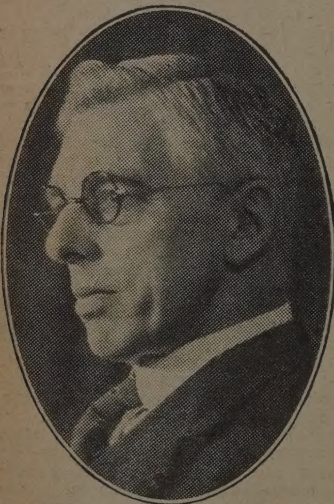
The Mayor, extending a welcome to the school, said they had heard of the Ministry of Health in all its greatness, and of the members of N.A.L.G.O. in all their greatness. In between, he supposed, came the insignificant little bodies such as those represented by the chairman of the County Council and himself. (Laughter.)

Alderman Jackson, on behalf of the County Council, endorsed the Mayor's welcome and expressed best wishes for a happy and successful School.

Mr. C. A. W. ROBERTS (vice-chairman of the Education Committee), who presided at the first lecture on Monday, emphasised the entirely different character of the syllabus this year. "Hitherto," he said, "our lectures have been of an academic nature, and those of us who have attended past schools have listened to the often very stimulating criticisms of people outside the service. This time the whole scheme of lectures is built up on an entirely different basis, and we have papers of a practical character, touching every branch of the Local Government Service." The chairman added a word of appreciation of the work of Mr. Slater as organiser of the school, a tribute which was endorsed by a hearty round of applause. Mr. Roberts remarked that if anything could guarantee in advance the success of the Summer School it was the indefatigable energy and extraordinary help given by Mr. Slater, who had worthily followed a good man in Mr. T. Harvatt.

The Town Clerk

MR. EMRYS EVANS, Town Clerk of Wallasey, proceeded to deliver a lecture which proved to be an ideal example of the new tradition, and which was followed with the keenest interest. The speaker pointed out that while the usual practice was to appoint as town clerk a man who was a qualified solicitor, the view was expressed in the Hadow Report that capacity of administration should be the principal factor in deciding suitability for the appointment. He emphasised the importance of close contact between the mayor and town clerk. The latter, however, had a duty to assist all, irrespective of party, who sought his advice. Without being actively associated with any particular group or party on the council, the clerk should as far as possible gain the confidence of members individually and collectively. He should always bear in mind, and sometimes emphasise, that each member as such had no authority other than that bestowed upon him by the council. A



Councillor A. A. SPALDING,
Mayor of Cambridge

THE CAMBRIDGE SUMMER SCHOOL

(Continued from preceding page)

chairman of committee, although vested with power to act in cases of emergency or urgency, also had in law and in theory only such power as was bestowed upon him by the corporate body.

Mr. EVANS intimated that he welcomed the conduct of a town council on political lines as being preferable to the disruptive influence of purely personal differences which might otherwise arise. In endeavouring to make it possible for a council to reach decisions expeditiously on matters of policy, the town clerk should gain the confidence of leaders of the various political parties. Close co-operation, mutual trust and frankness were also essential in his relationships with the chief officials.

He added that every member of a municipal staff should realise that he was a servant of the public, but not of individual members of the public or of the council. The importance of aiming at increased personal proficiency could not be over-emphasised, especially in the direction of making oneself familiar with the law and practice relating to matters handled in the office. It was desirable to create a reputation of the town clerk's department as an office where general advice and information were readily given, with special consideration for humble folk.

In the course of reply to a batch of questions, Mr. Evans in commenting on a point raised as to the right to influence the conduct of local government officers in matters of private life—a question Nalگو was stated to have in hand, said: "A higher standard of living is expected from us. It is quite true that tradesmen look to us to set an example to their other customers. Whatever view you may take as to freedom of choice, by adopting certain careers you create for yourselves a little higher standard than may obtain in another career."

A storm of applause followed the vote of thanks to the speaker, expressed on behalf of the audience by Mr. W. W. ARMITAGE.

The Financial Officer's Problems

The problems of the chief financial officer were dealt with by Mr. HENRY BROWN, city treasurer of Rochester, in comprehensive style. He spoke, first, on the personnel of the staff which could be divided into three groups—accountancy, audit and cash groups. No special difficulty arose in the accountancy group, but with the audit section special qualities were necessary and in a large department it would be necessary to have specially qualified audit clerks to inspect and comment upon the accounts kept by qualified accountants. Unless their "standard" was recognised difficulty was almost inevitable. The audit clerk, too, must be absolutely conscientious and must resist every temptation to condone an error.

In the cash department, where work was to a large extent mechanical, the primary essentials were strict honesty and courtesy in dealing with the public.

After alluding to the advisability of dividing the various departments into sections, the speaker mentioned the duties of the financial officer. Perhaps the most important of those duties, he said, was the preparation of rate estimates which started, in concentrated form, in January when the accounts for the previous nine months and the estimates for the ensuing three months were being prepared. Once the final estimates of all committees were in they would almost inevitably show an increase in the preceding year, which would necessitate an increase in the rates.

The financial officer was, therefore, faced with the alternatives of advising the Finance Committee to accept the estimates, with the consequent rate increase, or make some effort to effect reductions. Usually the latter course was adopted and in that case conferences would take place between the officers concerned. If sufficient reductions were made for the financial officer to approve the estimates, the position was straightforward; if not, he must report to the Finance Committee, who would decide whether or not any amendment should be made.

Mr. Brown also dealt at some length with the financial officer's responsibilities in the matter

of taxation, the levying and collection of rates, the financing of capital expenditure and the method of raising capital money. He went on to discuss the relationship between the officer and other departments, the problem of population and, finally, the position of the financial officer in committee and with the public.

About seventy students visited Sawston Village College on Monday, when they had the work of the senior school, the library, the adult education, and the premises generally explained to them by the Cambs. County Education Secretary (MR. H. M. MORRIS), the originator of the scheme. He spoke of the college as



Dr. WOTHERSPOON,
President of N.A.L.G.O.

a social centre of the neighbourhood, and gave a brief description of the steps being taken in America to set up a number of model rural communities.

The speaker also dealt with the valuable work which senior schools can do in the countryside and the uses to which such buildings as these could be put as the centres of social life and recreation.

He declared that it was possible to avoid the mistakes made in some of the new housing estates up in the North of England and around London, where housing estates had been developed without any provision for community facilities.

An interesting speculation on the possibility of a State Medical Service was made by Dr. G. F. BUCHAN, M.O.H. for Willesden, in another excellent lecture on "The Problems of the Public Health Officer." He declared that so far as the country's hospital service was concerned, he would not be surprised if a State service came into being quickly.

The lecturer led up to this opinion by passing in review the work of public health departments and what remained to be done. "We who are public health officers," he said, "require to realise that at the present time there exists a strong health consciousness amongst the public, and that public representatives to-day are elected because, among other things, they promise to promote the health of the people. At the same time, it will be incumbent on the legislator to consider how these maxims of medicine may most easily reach the people. Perhaps it may be by way of a State Medical Service. . . ."

While the vast majority of the hospital beds in the country were in the hands of public authorities, family medical practice was still largely the concern of private general prac-

tioners, who were the essential element in the service under the National Health Insurance Acts. Some fifteen million insured persons were catered for by 15,000 doctors who were under contract to render treatment of a kind consistent with the best interests of the patient. The National Health Insurance Service required extension to include consultant and specialist services, a hospital service and up-to-date facilities for diagnosis and treatment.

"In the meantime," added the speaker, "some insurance medical practitioners are to be commended for turning their attention to the prevention of disease among their patients. They are endeavouring to reduce sickness by the education of their panel patients in health. They encourage their patients to seek advice how to keep well, to attend without delay if they feel unwell, and to undergo periodic overhauls. The doctor recognises that it is to his advantage to have no ill patients on his panel. I am unable to express a definite view as to whether a state medical service will ultimately come into being as a matter of evolution, but I think it is not unlikely. I am, however, satisfied that in our present state of development we are not yet ready for a state medical service. The outlook of the doctor is still towards cure rather than prevention, and although this attitude is gradually undergoing change, I do not think it would be in the interests of such a service to attempt to establish it until there is a sufficient number of medical practitioners trained in the preventive idea and capable of practising both preventive and curative medicine for the benefit of the national health and the good of the state."

Chief Education Officer

MR. J. L. HOLLAND, Education Secretary to the Northamptonshire County Council, contributed the lecture on "The Problems of the Chief Education Officer." He first indicated the circumstances under which the need for general education became apparent one hundred years ago, but explained that it was not until 1870 that the churches were able to take advantage of government grants, although on no systematic plan. At that time nearly two-fifths of the juvenile population had no facilities of education whatever. With the appointment of the school boards grew up that duality of control which was still the "plague" of the education administrator. While there was a good deal to be said for secondary education centrally applied, that method was impossible where the vested interests of the church authorities and the position of the school boards had to be considered.

In 1902 the school boards were superseded by a different local authority, the county and borough councils being henceforth responsible for all forms of public education in the area. The power and duties then laid down and imposed remained substantially the same to-day. Describing the Education Committee as an authority within an authority, Mr. Holland suggested that the committees were set up in this form in order to be more amenable to the Board of Education than would the well-established councils. The situation of an independent authority had its dangers, because if the members of the parent body had no interest in the work, or had not the same pride in the education service as in those of other departments, there might come a time when the council, which could not be deprived of the power of the purse, would cut down the education expenditure to the prejudice of those for whom the service was designed. The tendency now, however, was to get away from the position of "solitary grandeur," and with the extension of the education services it had been seen that they were related to matters of public health, mental deficiency and agricultural education.

(Continued on page 588, Col. 3)

UNEMPLOYMENT ASSISTANCE BOARD

STAFFING OF THE NEW SERVICE

THE Unemployment Bill received the Royal Assent on June 28, and the Unemployment Assistance Board constituted under the Act has now been appointed. It consists of Sir Henry Betterton, C.B.E., as chairman; Sir Ernest Strohenger, K.B.E., C.B., deputy chairman; Professor H. M. Hallsworth, C.B.E., M.A., M.Com., B.Sc.; Dr. Thomas Jones, C.H., LL.D.; Miss Violet Markham, C.H., J.P.; and Mr. Matthew Reynard, J.P. The first meeting of the Board took place on July 6. The Board's headquarters are being rapidly established with a nucleus staff, mainly of transferred permanent Civil Servants, at Thames House, Millbank, not very far from the headquarters of N.A.L.G.O.

The Board has appointed Mr. C. W. G. Eady, C.B., C.M.G., of the Ministry of Labour, to be Secretary of the Board, and with the approval of the Prime Minister, Mr. A. E. Watson, C.B.E., of the Treasury, has been appointed to be Chief Finance and Establishments Officer.

N.A.L.G.O.'s Amendments

The Association's amendments relating to compensation for loss of office, etc., were not accepted by the ministers in charge, and were not considered in committee owing to the operation of the guillotine. Important action, however, resulted in the Parliamentary Secretary to the Ministry of Labour, with the approval of the chairman of the committee, making the following statement:—

"Under the Bill the Board appoints its officers and servants in consultation with the Minister and subject to the consent of the Treasury. It is contemplated that the Board will make known the terms and conditions of the appointments which will be offered. A considerable number of the appointments will be in the permanent service of the State but from the character of the work it is clear that its total volume will fluctuate as unemployment alters and there will therefore have to be a margin of temporary posts. While it is not possible at this stage to make any statement committing the Board, it is contemplated, as regards the permanent staffs, that officers at present in the permanent employment of local authorities and engaged upon the work to be transferred will be given an opportunity to make application, and that full consideration will be given to the qualifications and experience they possess. Applications from permanent officials of Government Departments with analogous experience, will likewise be considered. As regards temporary staff, it is contemplated that the board will give first preference to the temporary officer at present engaged upon the work under local authorities. Arrangements are contemplated for informing the board of the effect of the Act on local authorities' staffing requirements, and wherever practicable due weight will be given to this consideration."

Service Organisation

The Unemployment Assistance Board has now issued a circular (E.7040), dated July 17, on the staffing of the Board. The circular states as regards the permanent staff to be recruited, that officers who were at the date of the statement (made in the House of Commons on April 25, 1934) in permanent employment of local authorities and engaged upon the work to be transferred to the Board shall be given an opportunity to make application for appointment. Applications from permanent officers of government departments with analogous experience or suitable qualifications are likewise being considered.

As regard posts of Investigating Clerk—almost the whole of which will be filled, at the outset, on a temporary basis—the Board has also decided to give a first preference to suitably qualified officers who were, on April 25, 1934, engaged by local authorities upon the work which

is to be transferred. It is further stated that applications will also be considered from permanent officers employed on the other duties of local authorities.

Applications for Appointments

Applications for appointment under the Board must be made not later than August 7, 1934, and forms of application may be obtained from the local authority on the Board. The applications, when completed, must be signed by the competent officer of the department of the applicant.

So far as the transferred staffs will be concerned, the conditions of employment, leave, hours of work, and so on, compare with the existing conditions for civil servants. A special memorandum on the question of pensionable service has been issued with the circular, and this states that special terms for officers transferred from pensionable service under a local authority have been made by clause 51 of the Unemployment Act, 1934, and that rules are being made to modify the existing superannuation legislation to which the staffs proposed to be transferred are at present subject.

Persons appointed to posts under the Board will enter on a probationary period of not less than one and not more than two years, and appointments will not be confirmed until this probationary period had been successfully passed. The commencing salary will be approximately equivalent to the salary at present being received by the staffs to be transferred or at the minimum of the scale of the posts for which they are selected, whichever is more favourable.

The candidates who will be interviewed will have refunded to them their third-class return railway fare (cheap rate) between the town of residence or employment (whichever is nearer) and the town of interview, but no payment will be made in respect of any other expenses.

There is also a provision that "any attempt on the part of candidates to enlist support for their applications through Members of Parliament or other influential persons will disqualify them for appointment."

Apply at Once!

This circular has been issued to clerks to county and county borough councils (and large burghs in Scotland) and, in view of the urgency of this matter and the short time elapsing between the issue of the circular and the date when applications must be made, interested members are urged to get into immediate touch with their senior officers so that they may be sure of procedure.

The local officers who obtain appointments under the Unemployment Assistance Board, will become Civil Servants, subject to the restrictions regarding organisation which apply to the Civil Service, that is to say, they will cease to be eligible for membership of N.A.L.G.O., but will be able to join one of the Civil Service organisations, such as the Civil Service Clerical Association, which includes within its 33,000 members, clerical staffs covering a wide range from the higher clerical staffs to typists.

The Ministry of Labour has on more than one occasion, drawn the attention of Civil Servants to the desirability of their belonging to their appropriate organisations. The conditions in the Civil Service are regulated by a National Whitley Council aided by Departmental Whitley Councils, and it is essential that the staff organisations whose duty it is to present and press the claims of the staffs should be thoroughly representative if they are to carry conviction to the other side of the Whitley bodies.

As N.A.L.G.O. has preached with conspicuous success the need for the most complete organisation of Local Government officers, it recommends that all present Local Government Officers who become Civil Servants should join the appropriate Civil Service organisation.

COST OF LIVING INDEX

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—The letter on this subject in your July issue does nothing to help the Manchester Branch, whose motion was carried at the Scarborough Conference, and it is obvious that Mr. Shillito, like many others, has no clear idea of our position.

Salford, Liverpool, and other branches are affected by the cost of living index, but we can only speak with authority about Manchester's position. We merged at 65 points in 1926, with a proviso that there should be adjustments if the index figure rose above 95 or fell below 50. It fell and recently we were 12 points down. To-day we are 8 points down and our juniors lose from one penny to fivepence per point per week and our seniors from twenty-three shillings to two guineas per point per annum through the operation of this 1904 working-class index.

Naturally, as more than 2,000 members in this branch are affected, we, the writers of this letter, began to examine the official index in a series of articles published in the *Guild Journal*, which attracted considerable attention from staff associations and from the Press. Next we planned and carried out under Guild auspices a thorough budget inquiry among our members, the results of which fully confirmed our contention that the official index does not show the true rise in the cost of living, and that it is outworn and unsuitable for the adjustment of middle-class wages in 1934, and as a logical conclusion the branch moved, and conference accepted, the motion to which Mr. Shillito objects.

Manchester's problem, like that of several other branches, will not be solved by national salary scales. This branch has its own grading scheme. What it needs to-day is relief from the "cost of living" index, the operation of which has consistently and unfairly reduced both pay and standards of living. From 1924 to 1931 the average salary here suffered an 8 per cent. reduction, compared with a general reduction in pay of 4 per cent. and, omitting economy cuts from our reckoning, from 1924 to the spring of this year the average salary declined by 11 per cent., due solely to the operation of an official index which, owing to its erroneous basis, is incapable of showing the actual trend of the cost of living.

As the originators of the Manchester campaign against the cost of living index, we here express our own views, which are not necessarily "official."

Yours, etc.,

W. BARKER,
A. F. HUTT.

Mr. W. Osborn of the Town Clerk's Department, Colne, has had a conspicuous success in the examination of the Union of Lancashire and Cheshire Institutes, for the third year senior commercial course. He has been placed second in order of merit in the whole union.

Miss C. M. Liptrot, Assistant Clerk to the Lancashire Public Assistance Committee, No 9 (Wigan) Area, has been successful in winning an Essay Competition organised by the Lancs. County Council and Nalگو, on "The Growth of Public Assistance." The award was a scholarship available at Nalگو Summer School at Newnham College, Cambridge.

CAMBRIDGE SUMMER SCHOOL

(Continued from page 587)

The lecturer showed how the chief education officer acted in both advisory and executive capacities, though each sphere required different qualifications. The course of education depended much more upon the thoughts, ideas and aspirations of adult society than it did upon the ideals of any educationist. Its progress was conditioned, first and last, by public opinion.

THE REPORT OF THE SUMMER SCHOOL WILL BE CONCLUDED IN NEXT ISSUE

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REMUNERATION FOR PAST SERVICES

AN IMPORTANT DECISION

By The Legal Secretary

THE case *In re McGrath* (reported in *The Times* on July 10) which was recently appealed before the Court of Appeal, is one of considerable interest on the question of the granting of gratuities by local authorities in respect of past services. The Divisional Court in January of this year quashed a surcharge made by a district auditor on the members of a County Council of a sum of £700 which had been granted by the council to the county accountant in respect of services in connection with the supervision of the local taxation department for some years prior to 1931, on the ground that he had received no additional remuneration for the additional work cast on him during that period. The district auditor appealed against this decision and the Court of Appeal, to the extent of restoring the disallowance, allowed the appeal. The case presents the unusual feature of the unanimous decision of three judges of the Divisional Court being reversed on appeal by the unanimous finding of three appeal judges.

From 1921 to 1925, the Minister of Transport, in accordance with a circular letter dated November 22, 1920, had repaid to the county council the expenses incurred by them in connection with the levy and collection of taxes on mechanically-propelled road vehicles under the Finance Act, 1920. The supervision of the tax department was in the hands of the county accountant, but until 1925, in which year the county accountant's salary was increased by £100 per annum, he had received no additional remuneration for the further duties devolving upon him.

In 1931, the position was again reviewed by the County Council, and in view of the disparity between the amounts received from the ministry and the additional remuneration paid to the county accountant, the county council decided to grant him the sum of £700 in respect of his past services.

This payment was disallowed by the district auditor on the ground that it purported to be remuneration for work done during a number of years prior to 1931 and being a retrospective payment not authorised by statute or competent authority was, therefore, illegal. The members of the county council on the other hand contended that the grant was reasonable and proper and was paid in a *bona fide* exercise of the discretion vested in them under the Municipal Corporations Act, 1882, and the

Local Government Act, 1888. The sixty members of the county council accordingly appealed against the surcharge under section 2 of the Audit (Local Authorities) Act, 1927. The Divisional Court (the Lord Chief Justice, Mr. Justice Avory and Mr. Justice Charles) allowed the appeal and made an order not only quashing the disallowance but also declaring that the members had acted reasonably and in the belief that their action was authorised by law and that they should be relieved from personal liability in respect of the surcharge. The district auditor appealed to the Court of Appeal.

Lord Justice Scrutton, in his judgment, with which Lord Justice Greer and Lord Justice Maugham concurred, reaffirmed the principle that the grant of gratuities to officers and servants in respect of past services was not authorised by law. In the course of his judgment, His Lordship refused to accept the contention of the county council that the resolution of 1925 increasing the county accountant's salary was a provisional determination of the question and that the period 1921 to 1931 was still open to review. "To allow representative bodies," he said, "years after the remuneration of their officers had been clearly fixed, to make further payments in respect of past years because they thought that their predecessors had not paid enough would be most prejudicial to the working of local government and unreasonable in the highest degree." His Lordship thought that the action of the county council in voting remuneration in 1931 for work already provided for by resolution was unreasonable and contrary to law. His Lordship therefore reversed the Order of the Divisional Court and re-instated the disallowance.

On the question of the surcharge, His Lordship considered that if surcharges were to be effective as deterrents for the future, they should be enforced. Having regard to the occupations of the persons surcharged as shown in the affidavit, His Lordship said that he would be reluctant, if they had an honest belief in the legality of the action which they sanctioned, to require too high a standard of knowledge of law from them. His Lordship then deleted the words "reasonably and" from the declaration of the divisional court and allowed the appeal to the extent of restoring the district auditor's disallowance.

WHITLEYISM MAKES PROGRESS

THAT Whitleyism continues to make effective progress was evident from the report of the Service Conditions and Organisation Committee submitted to the meeting of the National Executive Council of N.A.L.G.O. on July 14.

Reference was made to the meeting on May 4 last between the members of the standing conference and representatives of the staff organisations for the purpose of discussing questions relating to the establishment of provincial councils for the administrative, technical and clerical services of local authorities in those areas for which councils were not in existence, and it was decided to inform the Standing Joint Conference that the Association is now prepared to discuss the areas where provincial councils are not in operation. A resolution on the subject of Whitley Councils was submitted from the Southern District Committee, and the action which had been taken in suggesting that some one prominent in the Association and experienced in the work of Provincial Whitley Councils should attend a future meeting of the District Committee in order to explain the subject was confirmed.

The Scottish District Committee has referred to its Executive Sub-Committee the question of the procedure to be adopted in the setting up of Whitley Councils. The District Committee has asked the Ministry of Labour to convene a conference of representatives of local authorities and N.A.L.G.O. on September 22. It has been suggested that invitations should be sent to the county councils and large burghs, County Councils' Association, Convention of Burghs and the Association of the Counties of Cities.

The Metropolitan District Committee has adopted a resolution asking the National Executive Council, in making representations on the Hadow Report to the Minister of Health, to consider the advisability of stating definitely that "in the opinion of the Association the responsibilities proposed to be delegated to a central body should be entrusted to National Whitley machinery acting in conjunction with a complete system of provincial and local Whitley Councils." This recommendation was endorsed by the Service Conditions and Organisation Committees and by the National Executive Council, who referred it to the Hadow Sub-Committee.

SCOTTISH SUMMER SCHOOL



Some of the Students at the Scottish Summer School at St. Andrews University

BRIGHT, sunny weather! The school meets on the beautiful lawn outside.

Thirty-two students sit round in a circle, the light dresses of the ladies lending a touch of colour to the scene. An aeroplane hovering over us—Leuchars Aerodrome is all too near—drones viciously and drowns for a time the lecturer's voice, but he retains the attention of his audience to the end. Numerous questions and a friendly discussion show with what great interest the lecture has been followed. Then, to the golf links or the tennis courts or the beautiful, sandy beach. At meal times, the students crowd in to the cool dining hall with gaiety and laughter, applying handkerchiefs to their perspiring faces. All are happy and friendly, and it is amusing to overhear their pleasant chaff and banter. An exuberant student already writes to inquire about next year's school. "Still fifty-one weeks of anticipation," he remarks, "and the best of it is that in this case realisation surpasses anticipation."

The customary opening dinner was held in St. Salvador's Hall on June 23rd. About sixty attended. Dr. Witherspoon, President of the Association, presided, and his easy, genial manner made one feel at home in the company. Lord Provost Hunter of Perth, who declared the school open, also spoke in an easy, pleasing manner, and his speech showed how well he understood the work of local government and the problems it had to tackle. Mr. John Chaston, chairman of the Education Committee, outlined the Association's educational policy, and showed what excellent work was being done for the guidance and encouragement of the young people entering the service. Mr. J. Henderson Stewart, M.P., in the course of a short, bantering speech directed at remarks made by the Lord Provost, expressed the hope that local authorities would do whatever they could to support the school and the Association's educational work. Thereafter the president presented to Mr. Robert Bennie, of Falkirk, and Mr. Donald Macdonald, of Edinburgh, cheques for £10 each, being prizes from the Association in recognition of their having taken high places in the examination for the Poor Law Diploma. Mr. Hugh Begg, in a felicitous speech, moved the customary vote of thanks.

The academic lectures were very appropriate to the times, and were thus of exceptional interest. Mr. A. K. White, who is the lecturer in political philosophy in Glasgow University, spoke on "The Corporate State—Its Lessons

for Local Government." We have all read so much about Fascism in Europe and wondered on what basis such movements rested that it was a privilege to hear the subject treated from the standpoint of a student of political philosophy.

He said that there was general agreement among impartial observers that the present arrangement of local authorities required to be reconstructed and reorganised, if it was to be fitted to modern needs. A more scientific classification and distribution of functions must be substituted for "the utter lack of system or symmetry" in the existing structure. To a large extent the present confusion was due to the association of local patriotism and the democratic ideas of liberty and equality. "Self-determination" stood in the way of co-operation.

In the Fascist State

In the Fascist corporate state the status of these values was reversed. Co-operation was placed first and liberty second. In particular, the corporate state was being organised on the basis of function. Every recognised activity was a state function, and persons, classes, and groups were valued for their services to the state, and not primarily for themselves.

In respect of its adoption of the principle of function the corporate state had something useful to teach. Stripped of dictatorship and of the emotional wave of Fascism, which did not really belong to it, the principle of function simply meant that the framework of national and local government should be constituted on the actual facts and needs of social life, rather than on abstract principles or mere sentiment. In the past we had tended to defend liberty and self-government indiscriminately, and at any cost. But liberty was not the only value. One might even question whether it was the chief value in our time. In any event a liberty which was maintained at the cost of efficiency was a dubious liberty. Hence the need for a greater infusion of functional democracy into political democracy.

At the same time this infusion must neither be too rapid nor too great. This was Italy's mistake. By over-emphasising the functional principle that country was producing a state system which was too highly organised and emotionally centralised. In abolishing all local loyalties and self-governing territorial bodies in favour of functional or vocational groups, Fascism, unlike democracy, was depriving

itself, among other things, of a natural or automatic check upon the exuberances of national feeling. Even so, in the way of an objective appreciation of national and local needs, of a central authority with the knowledge and vision to view the country as a whole, and a corresponding vision on the part of private citizens and local authorities, the corporate state offered valuable lessons for democracy.

Another lecturer who spoke on urgent problems of the day was Dr. Bowie, principal of the Dundee School of Economics and Commerce, who took as his subject "The Southward Drift of Industry." He said that the centre of gravity of industrial activity was, unfortunately, moving south, not because Scottish industries were being transferred, but because all the newer activities were tending to cluster around London. Scotland's rural population continued to decline; and, while her four large towns were still growing, they did so only at the expense of her countryside. Between 1921 and 1931, while Great Britain's population increased by 5.5 per cent., Scotland's diminished by .8 per cent.

In spite of declining numbers, unemployment in Scotland had since 1931 been at least twice as severe as in the south of England. Those industries which depended on exports had been most severely hit, and Scotland, unfortunately, had specialised in just such export industries as shipbuilding, marine engineering, steel-melting, coal-mining, general engineering, wool and jute. The new industries catering for the home market had recently shown a marked improvement, but these industries were inadequately represented in Scotland. The result had been that the recent improvement in trade benefited England much more than Scotland.

What, then, could Scotland do? There was a fundamental question, and an immediate question. The fundamental question concerned the desirability of leaving the assessment of the advantages of the various localities for new industries to the judgment of individuals. From an aeroplane flying 4,000 feet above St. Paul's a huge swarm of new population could be seen. This meant the provision of new social amenities—housing, shops, schools, streets, water supply, lighting, transport, sanitation, etc.—at the public expense. Was it socially desirable that this huge social cost should be incurred while all these facilities existed in the depressed north?

(Continued on page 602)

INCOME TAX SUCCESS

APPEAL AGAINST HOLIDAY CENTRES ASSESSMENT

Much satisfaction has been expressed at the successful result of the Association's appeal against an assessment to income tax for the year 1930-31 in respect of the profit arising from the carrying on of the Croyde Bay Holiday Camp. The appeal came before Mr. Justice Finlay in the King's Bench Division on July 10.

Under the assessment of the Inspector of Taxes, which had been confirmed by the Commissioners of Income Tax, N.A.L.G.O. was liable to pay income tax on the whole of the profit arising in respect of the camp derived from members, as well as non-members of the Association, who used the camp, on the following grounds:—

(1) That the Association carried on a trade or business at the camp and, therefore, the whole of the profits arising therefrom was properly assessable to income tax.

(2) That during 1931 the users of the camp as such, not being identifiable with the whole membership of the Association, or even a part thereof, there was no mutual trading and the whole of the profits from carrying on the camp was properly assessable to income tax.

The Association was represented by Mr. A. M. Latter, K.C., and Mr. J. H. Stamp, whilst the Solicitor-General appeared on behalf of the Inspector of Taxes. After hearing the arguments, Mr. Justice Finlay allowed the Association's appeal with costs, and ordered the case to be remitted to the Commissioners for a re-assessment to be made in accordance with his decision. The appeal was allowed on the following ground:—

The Association is an unincorporated Association and its property belongs to all the members; its position is, therefore, analogous to that of a club. Where a member of a club pays for a meal which he has in the dining-room of his club, there is no sale, because a person cannot sell to himself. The member is merely using something which belongs to him and putting back its equivalent in the form of cash. There being no sale, there can be no profit arising from the transaction and, consequently, no liability to income tax. The members of N.A.L.G.O. who used the Holiday Camp were in the same position as a member of a club.

On the judgment being delivered, counsel for the Association asked whether the decision would apply in all cases where the payment for accommodation, etc., at the camp was made by a member for members of his family or his friends. The judge replied that it would cover all such cases.

When the matter came before the meeting of the National Executive Council on July 14, Mr. W. E. Lloyd, vice-president and hon. treasurer, paid a tribute to Mr. Simonds, legal secretary, and Mr. Baker, accountant, and all concerned on their successful efforts in this case.

A WESTMINSTER PRESENTATION

Mr. W. Eric Adams, who has just relinquished the position of Deputy Town Clerk of Westminster to become Town Clerk of Islington, was formally bidden farewell by his colleagues at Westminster. The meeting was presided over by the Town Clerk of Westminster who, on behalf of the staff, presented Mr. Adams with a gold cigarette case. The City Engineer, the City Comptroller, the Medical Officer of Health, and the Chief Clerk of the Town Clerk's Office also spoke.

COMPULSORY SUPERANNUATION DEMAND

MINISTRY'S REPLY TO N.A.L.G.O. DEPUTATION

THE superannuation question was an outstanding feature of the report of the Law and Parliamentary Committee—of which Mr. P. H. Harrold was appointed chairman for 1934-35, and Mr. D. L. Griffiths, vice-chairman—submitted to the meeting of the National Executive Council on July 14th. It will be recalled that at the Scarborough Conference a resolution was adopted calling upon the Government to put into operation the definite recommendation contained in the Hadow Report on Local Government that superannuation should be made compulsory throughout the Local Government Service. It was also decided to ask the Prime Minister to receive a deputation from the National Executive Council on the matter; and that, failing satisfaction by November 30, 1934, the National Executive Council be directed to formulate and carry out a programme of propaganda to demonstrate that compulsory superannuation is urgently necessary.

The Law and Parliamentary Committee referred to the Bill introduced in the House of Commons by Sir Henry Jackson, M.P., to amend the Act of 1922, and observed that, from the state of parliamentary business, there was little or no chance of the Bill making any progress during the present session.

On June 7th last Sir Arthur Robinson, Secretary to the Ministry of Health, received a deputation from N.A.L.G.O. to discuss the Bill. The deputation consisted of Sir Henry Jackson, the chairman of the Law and Parliamentary Committee (Mr. P. H. Harrold); the Parliamentary Agent (Mr. C. J. Jackson); the General Secretary (Mr. L. Hill); and the Legal Secretary (Mr. John Simonds).

The Committee's report proceeded:—

"Sir Arthur Robinson, who at the outset made it quite clear that he was in favour of the principle of the Bill, explained that they had no option but to block the Bill. He said that it was essential that substantial agreement on the main points of the Bill should be reached before the Bill could be proceeded with, and, in the circumstances, there appeared to be little prospect of the Bill being dealt with in the present Session of Parliament. He added that the Ministry would obtain the views of the various interests concerned, e.g., the Associations of Local Authorities, the Treasury and the Government Actuary.

"The Bill, in its present form, dealt with one or two rather controversial matters; for example, the compulsory provisions relating to servants. He also said that the financial position would require consideration. The aim should be to obtain an agreed Bill, or one nearly so, to be introduced in the next Session. He thought that the new Bill in the next Session would have to be a private one, but on being questioned he did not rule out the possibility of there being a Government Bill.

"Mr. Gibbon pointed out that the changed conditions of the superannuation funds brought about by the reduced rate of interest earned by investments had a considerable effect upon the rate of contributions which might have to be increased, the alternative being an increased cost to the rates. He suggested that the question of an increased rate of contributions should be considered by N.A.L.G.O.

"The deputation were asked if they had any information as to the number of local Government officers who were still outside superannuation schemes, and it was agreed that the Association should obtain and let the Ministry of Health have information showing the number of officers and manual workers respectively (a) within superannuation schemes, and (b) outside such schemes.

"Mr. De Watteville (of the Scottish Office) said that he must point out that the position in Scotland as regards the adoption of a compulsory superannuation scheme presented more difficulties than in England."

The Bill was subsequently withdrawn. The Ministry, the Committee added, was now in communication with the Associations of Local Authorities, in order to achieve a measure in an agreed form, which it is hoped will be introduced next session. The N.E.C. endorsed the opinion of the Law and Parliamentary Committee that it would be undesirable for the time being to ask the Prime Minister to receive a deputation on the subject.

CITY MANAGERS' YEAR BOOK

CITY MANAGER YEAR BOOK (International City Managers' Association, 923 East 60th Street, Chicago).

This book is more than an official directory of the International City Managers' Association; it is a complete summary of municipal administration in America and, as such, merits close attention.

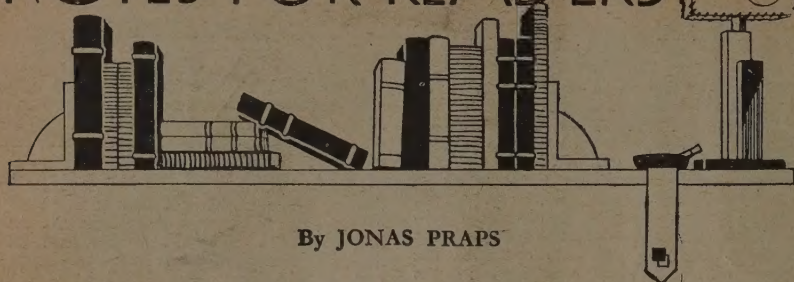
There are four main divisions—municipal administration in 1932, nineteenth annual conference proceedings, association business, and city managers' directory. The first is a resume of the more significant events and developments in the various fields of municipal administration. There are twenty-one sections of this division, each section being contributed by a specialist in the particular subject treated. These sections range through the whole of the ramifications of American municipal administration, and, as from one to three pages only are devoted to each phase of administration, the reader obtains a very clear "thumbnail" sketch, without so much of that detail which would worry the English reader and be of little use to the American administrator.

The second division is a collection of papers read at the conference and verbatim reports of the debates and discussions. Professor Herman Finer, Lady Simon and Sir E. D. Simon contributed papers on the depression and public administration, English cities during the economic depression and who manages the English cities, respectively. Here, again, brevity is the soul of wit, in its original sense, for, although the papers are somewhat longer than those of the first division, the broad and long view was obviously the order of the day. What was, to my mind, one of the most interesting papers at this conference, was an anthology entitled "My Most Difficult Problem and What I Am Doing About It," being a digest of three-minute talks given by thirteen City managers.

The third division—consisting of progress reports for 1932, President's address, constitution, by-laws and code of ethics—is extremely interesting and throws a brilliant light on the organization and status of an association similar to several of our own professional societies.

It has not yet been found possible to determine a ratio between the value of the work performed in preparing a publication and the value of the finished product and, consequently, one cannot fix a definite figure of merit for the authors. All that one can say is that Messrs. Clarence E. Ridley and Orin F. Nolting have produced a volume of illimitable value to their colleagues in American municipal administration and one to which, at the same time, their English friends should devote the closest attention.—D.J.P.

NOTES FOR READERS



By JONAS PRAPS

MOST of my readers will either be holidaying or in holiday mood—disinclined for too serious reading and not, perhaps, unwilling for an excuse to turn to something light and entertaining. My selection this month is chiefly based upon this consideration.

Crooks

It is much more pleasant to read about swindlers and crooks than meet them; perhaps you have met them and been lucky enough not to suffer. Dare Phillips in "Stacked Cards" (Lane, 8s. 6d.), gives an entertaining account of many of his experiences with card-sharps and confidence tricksters on liners, in hotels, etc. He admits being a "born gambler" and, having been taken in himself, set about studying the methods of the trickster. The yarns are always interesting, and you need not read the book through at a sitting. If you are invited to join in card games with strangers for high stakes take Mr. Phillips's advice and don't.

Entertaining volumes of short stories make good holiday reading; if you have a lengthy story you are sometimes taxed to remember what has gone before. "A Young Man in a Hurry," by T. O. Beachcroft (Boriswood, 7s. 6d.), is served up in an excellent mixture of grave and gay. The style of writing is natural and effective. "The inn on the estuary" is a dramatic story of a young man on a walking tour trapped by flood water, saved by an inmate of the inn and awakening later the following morning to find a murder tragedy. Each number in the book contains a story not a mere incident surrounded by words.

Thirteen Stories

"Pelican Walking," by G. B. Stern (Heinemann, 7s. 6d.), is a title selected to cover a collection of thirteen stories—No. 13 by the way is entitled, "Black Cat for Luck." The title is based upon the idiosyncrasy of the Nigerian pelican which, when walking, places one foot upon the other and turns round to bite under the impression that someone is holding it back. This description amply defines the whimsicality of the stories. Miss Stern has a clever ironical style, but mixes minor tragedy and quaint conceits admirably. "Money's Worth" and "Quiet Corner" are excellent types of the best short stories.

Unless you have read "Down the Garden Path" and "A Thatched Roof," by Beverley Nichols you will not be able to appreciate to the full the clever satire of "Mon Repos" by Nicholas Bevel (Lane, 6s.). It is somewhat overdone and inclined to the burlesque, but the Lady of the Manor, the vicar, and some of the minor characters, having regard to their obvious intent, are cleverly caricatured.

African Glamour

"Wood and Iron," by H. U. C. (Hutchinson, 8s. 6d.), may be considered rather too serious for holiday reading, but there is nothing really exciting about it. It is the story of a young man's passion for Africa told by his mother from her dead son's diary. It is something in the nature of a memorial, though there is nothing sad about it. It is an excellent interpretation of a statement in the book that "Countries must sometimes be loved for themselves." The diary breathes Africa, its miasmic glamour, the white

man "wood," the native "iron." There is a theme, largely that of life on a coffee plantation, but it is chiefly of a young man's passion for the country in opposition to that of a girl who hates it. It is written in very delectable language, and you may well add it to your holiday kit. Whilst interpreting the son's diary into the form of a story the mother finds a fresh and oftentimes strange interpretation of her offspring's character.

Miss Mary Gilruth tells in "Maiden Voyage" (Cape, 7s. 6d.), "the unusual experiences of a girl on board a tramp ship." They are unusual in two senses, being neither of the hectic life-before-the-mast type of which there have been many examples of late nor of the stereotyped globe-trotting order. Miss Gilruth is an Australian young lady who made a journey lasting from May to September in a Norwegian tramp-steamer; first as a passenger and later as part of the crew chiefly in the capacity of cook. The book consists of extracts from her letters home. It is bright and breezy and you may laze about with it very pleasantly. The "June" was not too seaworthy and the crew far from the efficient type one would expect upon a pleasure trip.

I WAS A GERMAN

I WAS A GERMAN, by Ernst Toller. (The Bodley Head, 5s.).

A book which is of particular interest at the present time, in view of the recent happenings in Germany, is the autobiography of Ernst Toller, the famous dramatist. In it he tells the story of his life, both in childhood and war, in revolution and in prison. Some might think that this book is too terrible a witness of the senseless brutality which man can inflict on his own species and too cruel a record of the suffering which a man like Toller must endure in a time so turbulent as the post-war years in Germany, but it is written with such sincerity and restraint that it demands attention as a work of literature, quite apart from the almost incredible horrors and persecutions which it records.

Toller went to the war as a patriotic German soldier, but, soon losing his illusions, he took part in the Bavarian revolution and held various offices in the Soviet Government, which was set up in Munich in 1919. He was a fugitive from reactionary vengeance, but was eventually caught and went to prison for five years. During those years, in the face of great difficulties and under the most brutal treatment, he wrote some of his most famous plays, which have now been translated into twenty-seven languages.

It is small wonder that Toller, now an exile, views with distrust the present Nazi regime in Germany. "And now," he says, in the epilogue, "barbarism is triumphant; nationalism, racial hatred, and State idolatry dazzle heart and mind and eye. We warned the people, many of us; we gave repeated warnings over many years. . . . The people rejoice in the fetters they have forged for themselves at a nod from their Dictator. For a paltry mess of pottage, for a show of barren pageantry, they have sold their freedom and have sacrificed reason."—C. K. W.

BRIDGE FORUM

By NEVILLE HOBSON

Stakes

Though the majority of bridge enthusiasts play for some stake or other, there is still a small percentage of players who consider that this particular form of cards is capable of being played for "love."

Many of these used to enjoy a quiet game of whist, which, admittedly, did not call for stakes to any serious degree, but there are important differences between these games which merit consideration.

Whist

Whist is played without any preliminary bidding, and when once trumps have been determined, by turning up the last card or cutting, the game follows very definite and rigid lines. There is little scope for manoeuvring, the lead is determined beforehand, and the general rules for sound play are few in number and of a comparatively simple nature.

If holding a long trump suit, it is usually advisable to lead them for one or two rounds, in the hope of exhausting the opposition and so protecting one's high cards, and "second player play low, third player play high" is also a general principle of long standing. There is no need, however, to discuss these matters in detail, my main point being to emphasise the relative simplicity of whist and the small scope it possesses for tactics.

Bridge

On the other hand, bridge has many elements of a gamble and numerous factors have to be weighed.

Again, the personal equation is a very important factor in bridge. Jones is a consistently high caller; Smith has the reputation of "sitting on his hand." These personal factors have to be considered in relation to their declarations and are best met occasionally by methods of bidding which are admittedly unorthodox. This entails risks. Risks introduce the element of a "flutter." A gamble without some stake seems hardly worth the while to the ordinary mortal.

Over-calling

The main value of a stake, however, from the point of view of the average and conservative player, is its restraining influence upon those numerous members of the cheerio-bridge fraternity who insist on over-calling their hands if there is no brake. Most of us have met the individual who, when playing for "nuts," insists on calling one or two No Trumps, whatever the bid by the opposition, and who will not hesitate to take a chance on three No Trumps with the minimum of justification.

Let them be asked, by means of a small stake, to pay 2d., 3d., or 6d. a 100 points for this privilege, and the majority of such players will eventually conform to those more reasonable and controlled methods which add greatly to the appeal of the game. It may appear an extravagant statement to make in print, but—with one exception—I have never met a bridge player who could conform to the best traditions of the game as regards play and bidding without the stimulus and restraint of some stake.

Stakes

Personally, I feel that the amount involved should only be small. Twopence or threepence a 100 at contract, and threepence or sixpence a 100 for auction are capable of producing the main benefits of a stake without making serious inroads into one's purse, or that of one's friend.



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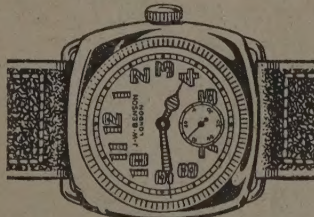


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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted from headquarters to branches:—

JULY 2.

Circular No. 56/Prov./1934. (To local correspondents of the Provident Society.)

Regarding the membership campaign and competition, 1934.

Circular No. 57/1934.

Prepared for issue to non-members of the Nalگو Provident Society and giving particulars of the sickness insurance scheme.

JULY 5.

Circular No. 57a/1934. (To certain local correspondents of Logomia.)

(a) Giving particulars of the business transacted by the Life and Fire departments.

(b) Stating that a cheque will be sent to the branch treasurer in respect of introduction fees for new life assurances, and fire and householders' comprehensive insurances.

JULY 4.

Circular No. 58/1934. (To certain local correspondents of Logomia.)

(a) Giving information relating to the work done by the life and fire departments and commenting on the reluctance of members to consider life assurance during the holiday season.

(b) Stating that no sum is due in respect of commission on new business and hoping that such will not be the case at the end of the current half year.

NOT A DULL MOMENT CAMPER'S APPRECIATION OF THE CROYDE BAY CENTRE

Here is one more testimony to the delightful and invigorating holidays which can be spent at the Association's Centres at Croyde Bay, Devon, and Cayton Bay, Scarborough. The letter, dated July 3, 1934, is from Mr. William Smith, 39 Elmwood Avenue, Harrow.

DEAR SIR,—My wife and I have just returned from a fortnight's stay at your holiday centre at Croyde, and we wish to express to you our very best thanks for the admirable arrangements which made our journey there, and back, very comfortable and our visit a most enjoyable experience.

We found our accommodation quite good; the staff, from top to bottom, courteous, attentive, and most anxious to do all possible to make us comfortable. The meals were served punctually, the food was ample in quantity, excellent in quality, splendidly cooked, and most expeditiously served.

Our fellow campers were genial and most friendly, and the excursions, concerts, competitions, sports, and other activities made a dull moment impossible, and the days passed all too quickly. A special and very pleasing feature was the obvious anxiety of campers and staff alike that the children should have a really good time and, judging by their happy demeanour, they did.

Yours truly,
WM. SMITH.

SALARIES AND SERVICE CONDITIONS

NOTES BY THE ORGANISING SECRETARY

Salary Deductions

THE termination of salary cuts has been considerably accelerated during the past few weeks, the movement being assisted by the action of the Government in restoring one-half of the deductions made from the salaries of teachers and police and by the consolidation of remuneration in the Civil Service, which has taken place on terms recorded in another column of this issue. The following table sets out the position so far as can be ascertained at July 14, 1934:—

Details are required which can only be supplied by the officials of the local authorities, and these will be a great help to all concerned with the subject.

The replies are coming in satisfactorily and disclose a great deal of activity which justifies the above statement that this year should show a great increase in the number of authorities with schemes. It should be impressed upon local authorities by their staffs that the time remaining during which they are likely to have an option to adopt a scheme is drawing short,

Authorities.	No. of Local Authorities.	Deductions following Cir. 1222 made by	Termin- ated.	Modified in favour of staffs.	Con- tinued.	No further informa- tion.
ENGLAND AND WALES:						
Counties	62	62	50	5	5	2
County Boroughs	83	72	67	3	2	—
Met. Boroughs and City Corpn.	29	9	9	—	—	—
Boroughs	273	134	104	4	4	22
U.D.C.s	753	244	158	7	11	68
R.D.C.s	608	148	109	—	12	25
	1,808	669	497	21	34	117
SCOTLAND:						
Counties	33	24	4	10	—	10
Town Councils	195	47	29	5	—	13
	228	71	33	15	—	23
GRAND TOTALS	2,036	740	530	36	34	140

Amongst the movements notified since the July issue of the journal are the following:—

DEDUCTIONS TERMINATED.—West Hartlepool C.B., Ludlow B., and Wigston U.D.C., and the Town Councils of Airdrie, Dunoon, and Hamilton.

DEDUCTIONS MODIFIED.—Pembrokeshire C.C., Nairn C.C., Wigtown C.C., and Gourock T.C.

Superannuation

The particulars published in the July issue relating to superannuation showed that there had been a steady development, even during the economy years, and that the present year promised to show considerable acceleration in the progress of adoption of schemes. Recent adoptions are as follow:—

COUNTY COUNCILS.—Bedfordshire, 248 (officials only), October 1, 1934.

COUNTY BOROUGHS.—Bath.

BOROUGHES.—Bridgwater.

URBAN DISTRICT COUNCILS.—Feltham, Officers and servants, April 1, 1934; Chingford, October 1, 1934.

RURAL DISTRICT COUNCILS.—Spilsby, April 1, 1934.

OTHER AUTHORITIES.—Horncastle Assessment Committee, April 1, 1934.

Correction

In the April issue of the journal, the Loughborough Corporation was reported as having adopted the Superannuation Act. Unfortunately this was incorrect. The matter was deferred until the question of the extension of the Borough boundaries had been settled.

Questionnaire on Superannuation

A form of questionnaire has been issued to every local authority in England, Scotland and Wales asking for information on the subject of superannuation. The covering letter issued with the questionnaire states that the compulsory and general application of superannuation throughout the Local Government Service has been recognised to be desirable by two Departmental Committees, the Ministry of Health, and the Associations of Local Authorities. It is the subject of a Bill drafted by the Association which was presented to Parliament by Sir Henry Jackson on May 9, but since withdrawn after consultation with the Ministry of Health, as referred to in the report of the Law and Parliamentary Committee appearing on another page.

and they should be urged to follow the prescribed procedure to implement a scheme without further delay. The following is a summary of some of the information recently to hand:—

Norfolk County Council has adopted a scheme as from July 1, 1934, for 448 workmen. (The County Council had previously adopted for officers.)

The Keswick, St. Austell, Billingham, Cheadle and Gately and Kingswood Urban District Councils have the matter under consideration.

The Chipping Sodbury, Romsey and Stocksbridge, Bridge-Blean, Bingham, Garstang and Caistor Rural District Councils are considering the question. The Winchcomb Rural District Council has decided not to adopt the Act.

A month's notice of a special meeting has been given to the members of the Crewe Borough Council, and this meeting will be held on August 1. The Macclesfield Corporation is considering an application for manual workers to be allowed to participate in its superannuation scheme.

The Sutton-in-Ashfield Urban District Council has obtained an actuarial report, but has since taken no further action, in view of the rearrangement of districts which comes into force on April 1 next.

The Brentwood Urban District Council is considering the question of applying for admission to the Essex County Scheme.

The Dereham (Norfolk) Urban District Council is obtaining an actuarial report, and the date of the Leighton Buzzard Urban District Council's statutory meeting has been fixed.

The Luton, Ampthill, Bedford and Biggleswade Rural District Councils and the Biggleswade Water Board and Joint Hospital Board have indicated their desire to participate in the superannuation scheme adopted by the Bedfordshire County Council.

The Gellygaer Urban District Council has decided to ask all its employees whether they are prepared to contribute to a scheme.

At Burton-on-Trent a proposal to adopt the Local Government and other Officers' Superannuation Act, 1922, was carried by 14 votes to 13 at a special meeting of the Council on July 11. It is unfortunate that the necessary two-thirds majority was not obtained.

Mr. A. B. Day, N.E.C., met the Heanor
(Continued on page 602)

Local Government Service

*Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.*

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

THE SUMMER SCHOOLS

TO regard new ideas and experiments with some scepticism is a common characteristic of the British race. Nor are local government officers immune from demonstration of this characteristic; indeed, experience has shown that innovations introduced by N.A.L.G.O. are only cautiously and critically accepted by local government officers, whether this be due to the modesty of the Association's advertising efforts or to the timidity inherent in the local government officer.

The great satisfaction is that our innovations are accepted; they become popular, and, in fact, in the long run become almost indispensable. It is now five years since the first Summer School was inaugurated by N.A.L.G.O., and the summer school movement is now only achieving the popularity which it merits. It is the unanimous opinion of all concerned that this year's summer schools have been the most successful in every way.

The dynamic personality of Mr. Geoffrey H. Shakespeare, Parliamentary Secretary to the Ministry of Health, ensured a successful opening ceremony at the English school. Once again he showed an intimate knowledge of the troubles and trials of the local government officer, and it was gratifying to hear him foreshadow a Superannuation Bill for the Local Government Service.

"Although our programme is overloaded with the Housing and Insurance Bills and six other Bills that are departmentally necessary," he said, "I am hoping we may get a Superannuation Bill to supplement the 1922 Act and make superannuation compulsory. There are one or two difficulties in the way, but these can be overcome. The 1922 Act was a private Bill, and after consultation with the local authorities, I hope the Bill

will go through to give the local government workers the security they deserve."

Both schools had a record number of students, and the enthusiasm and keenness of those who took part in forming the schools was unprecedented. The object of these schools is to provide a forum for the discussion of topical matters connected with local government and to provide facilities for a study of local government problems under the most favourable conditions. The weather no doubt made its own contribution to the success of the schools this year, but it would be impossible to imagine anything more pleasing than the gathering at Newnham College, Cambridge.

The accommodation was perfect, the grounds were extensive and secluded, the catering was everything that could be desired. A visit to some of the older colleges in the early days of the Summer School movement rather left the impression that one was an intruder, but the atmosphere at Newnham College made everyone feel welcome. The spirit of camaraderie and the student outlook on life rapidly developed in such congenial surroundings.

Training of Officers

There is no doubt that the Summer School movement is making a most valuable contribution towards the training of the future local government officer, who, by attendance at summer school lectures, will have broadened his outlook by contact with both lecturers and students, and who will modify his conception of local government so as to place it in its true perspective in the life of the community. He will thus acquire a better background from which to approach his administrative, technical and professional problems.

Another important feature of the schools is to stimulate thought; to show that the present system of local government is not of necessity sacrosanct. The lectures at Newnham College clearly demonstrated the change in public opinion towards local government, the effect on administration of such changes, and the manner in which the connotation of local government has been widened. The junior officer of to-day is the senior officer of to-morrow, and by training and a true conception of modern local government he must be prepared to meet the changes which are bound to come.

The study of practical problems which confront the chief officers of various departments evoked some friendly departmental rivalry and enabled students to relate the work of one department to another and thus to conceive local government in all its forms as a complete whole. In addition, matters materially affecting the community, such as the drought and the better utilisation of leisure, formed subjects for lectures which inculcated in the minds of students an appreciation of the duties which local government has to perform for the benefit of its citizens.

The summer school lectures are definitely educational and non-technical. Their function is to deal from the practical point of view with what may be called the philosophy of local government. It may be sufficient in other walks of life to do a job well, to fulfil the usual conditions of employment, but that is not enough for the Local Government Service. It is essential to efficient administration to know the whys and wherefores of local government, and a true understanding of the underlying philosophy makes one's occupation much more pleasant.

We believe that public opinion is influenced by the attitude of the local government officer towards his occupation, and the correct attitude can only be acquired by an understanding of the theoretical as well as the practical side of local government. It is not a job; it is part of the system of maintaining the more essential services of a happy, healthy and contented community.

Students who attended this year's summer schools should return to their respective towns mentally and physically refreshed, encouraged and inspired.

CIVIL SERVICE SALARIES

The Royal Commission on the Civil Service in its report of July 8, 1931, recommended that the cost of living bonus should forthwith be consolidated with basic salary. At that time, the bonus was related to a cost of living figure of 55 and it was approximately on that standard, with slight variations to the advantage of staffs with basic salaries up to £500 per annum, that consolidation was recommended. The Government did not put this recommendation into effect with the result that at the next date on which bonus was due for revision (September 1, 1931) the bonus was reduced to correspond with a cost of living figure of 50. The Chancellor of the Exchequer on December 1, 1931 publicly intimated that "the Government looked on the reductions under the sliding scale bonus as the Civil Service contribution to the general economy scheme then in operation."

Discussions on Civil Service pay have proceeded through the Civil Service National Whitley Council and as a temporary arrangement, it was agreed that as from July 1, 1932, until April 1, 1934, pay should be stabilised on basic salary plus cost of living bonus related to the existing figure of 50. As no settlement had been reached on the question of consolidated rates by April 1, 1934, the agreement was extended to July 1, 1934. Negotiations proceeded, but although there was a majority even on the Staff Side for the settlement terms mentioned below, the necessary two-thirds majority was not obtained, and, therefore, the consolidation has been carried into effect as from July 1, 1934, by administrative action.

It will be remembered that as from July 1, 1934, the Government has decided to restore one-half of the cuts made in the salaries of teachers, police and Civil Servants with salaries of £2,000 and upwards. The same principle is to apply to other Civil Servants covered by the Whitley Council consolidation scheme and, therefore, from July 1, 1934, they will receive existing remuneration (i.e. basic salary plus cost of living bonus calculated in accordance with cost of living figure of 50) plus one half of the difference between that and the consolidated figure recommended by the Royal Commission or basic salary plus bonus at fifty-five points, whichever is the more favourable. The remaining half of the difference presumably will be restored when the balance of the deductions made in the salaries of teachers and police is restored.

N.A.L.G.O.'S BIG LEGAL VICTORY

SUPERANNUATION RIGHTS OF POOR LAW OFFICERS TRANSFERRED UNDER THE LOCAL GOVERNMENT ACT, 1929

COURT OF APPEAL IN TEST CASE REVERSES MR. JUSTICE FARWELL'S JUDGMENT

N.A.L.G.O. has gained a big legal victory in the case of Gissing v. Corporation of Liverpool. The Court of Appeal has allowed the appeal by the plaintiff from a judgment of Mr. Justice Farwell in favour of the defendants in the action by Miss Kate Gissing, of No. 2 Lombard Street, West Derby Road, Liverpool, against the Corporation of Liverpool for the determination of her rights under the Poor Law Officers' Superannuation Act, 1896. The action was a test case, the decision in which will affect a very large number—probably thousands—of officers transferred under the Act of 1929.—EDITOR.

IN 1932, the National Executive Council of N.A.L.G.O. gave authority for an action to be commenced in the High Court against the Liverpool Corporation on behalf of a member (Miss Kate Gissing, a Poor Law Transferred Officer under the Local Government Act, 1929) whom the Corporation decided should no longer be treated as coming within the provisions of the Poor Law Officers' Superannuation Act, 1896.

Section 124 of the Act of 1929, which was intended to preserve the superannuation rights of Poor Law transferred officers, provides that any such officer "by whom the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, have been made" shall, on transfer, continue to be subject to the provisions of that Act, or, where the Council to whom he is transferred has in operation a superannuation scheme and he has not elected to remain subject to the Act of 1896, shall become subject to that scheme with the modifications made by the section.

Miss Gissing, who had been in the service of the West Derby Board of Guardians since 1897, had not been required to make any superannuation contributions until the year 1929. In that year the Guardians commenced to deduct contributions, and an arrangement was made whereby she was to pay off by instalments the arrears of her contributions in respect of her service from the year 1897.

After her transfer, when she elected to remain subject to the Superannuation Act of 1896, the Liverpool Corporation continued to deduct contributions from her salary and also to accept the arrears of contributions by instalments until 1932, in which year the Corporation refused to make any further deductions, on the ground that she had no superannuation rights under the Act, because she was not an officer by whom the annual contributions required by the Act had been made, i.e., the Corporation took the view

that "the" contributions meant all the contributions required to be made.

On April 25, 1933, a writ was issued, the plaintiff's claim being for a declaration that the Act of 1896 applies to her. The case was tried by Mr. Justice Farwell on February 15, 1934, when judgment was given for the defendants.

The judge held that it was impossible for the plaintiff to succeed in bringing herself within that class of Poor Law officers transferred, who, alone under the Act of 1929, are entitled to a pension, because it was not possible for her to say that she is an officer by whom the annual contributions required by the Act of 1896 have been made.

In the course of his judgment he said: "It has been said that this portion of the section does not on its true construction mean that all the annual contributions must have been made for the purposes of this Act, and if there have been any contributions then it is enough, and the person who has made some contributions is entitled to the benefit of this section. I should not be sorry in this particular

case to feel it is possible to put the construction upon the words which the Legislature has used, but for myself, I do not feel that it is possible."

During the course of the case, the judge made it clear that in his view, but for the operation of Section 124 of the Act of 1929, the plaintiff would have been entitled to a superannuation allowance under the Act of 1896.

In view of the importance of this decision, which affected a very large number—probably thousands—of Poor Law officers who were transferred under the Act of 1929, the Council gave authority for the case to be taken to the Court of Appeal.

The Appeal was heard on July 12 and 13, 1934, by the Master of the Rolls, Lord Justice Romer, and Lord Justice Maugham. Mr. Jenkins, K.C., and Mr. H. S. G. Buckmaster appeared for the appellant; Mr. Gover, K.C.; and Mr. H. G. Glover for the Corporation.

The Appeal was unanimously allowed with costs in that Court, and in the Court below.

MASTER OF THE ROLLS' JUDGMENT

THE MASTER OF THE ROLLS: This appeal must be allowed. It raises an important point and a difficult point by reason of the complexity of the legislation which has been passed upon what I might call the wide field of local government. That term embraces the duties in respect of Public Health, Guardians, Asylums, Education and a great number of fields, in all of which, by reason of the complexity of human affairs, legislation must be intricate.

Now the question that arises in this case is one in which everyone, including the defendants, must have sympathy with the plaintiff. The action is brought by Kate Gissing, a spinster. The facts are not in dispute. We are told in the statement of claim that from about the month of June, 1897, until April 1, 1930, the plaintiff was in the employment of the West Derby Board of Guardians in the City of Liverpool as a cleaner or charwoman, and as such she was subject to the Poor Law Officers' Superannuation Act, 1896, as an officer or servant of the Board. It seems that before October 1, 1929, contrary to the provisions of Section 12 of the Act of 1896, no deductions in respect of superannuation contributions were ever made from the plaintiff's wages and until October 1, 1929, all her wages were paid in full. In or about October, 1929, it was discovered that the Act of 1896 was not being properly carried out, and so it was agreed, and the plaintiff herself agreed, that that Board, that is the Board of Guardians, should make a deduction of 6d. a week by way of the appropriate contribution for superannuation benefit under the Act of 1896. More than that, a further agreement was made in respect of getting into the hands of the Board the deductions which ought to have been made over a long period of time. It would have been quite impossible, of course, to suddenly come down upon a poor charwoman and ask her for the payment of some deductions which had never been appropriated against her; and an agreement was made whereby she was to suffer deduction of a further

sum of 1s. 6d. a week as being in part payment of arrears of contributions for such superannuation benefit. The deduction was made down to March 29, 1930. April 1, 1930, was the appointed day when the Local Government Act, 1929, became operative, and from and after that time the duties, the responsibilities, of the Guardians, were transferred to the present defendants, who are the Lord Mayor, Aldermen and Citizens of the City of Liverpool.

After April 1 and until February 26, 1932, the defendants adhered to the agreements to which I have already referred, namely, for the deduction of the 6d. and the deduction of the 1s. 6d., and those sums were deducted from the plaintiff's wages. Then on February 26, 1932, she was told that she was not within the superannuation scheme provided by the Act of 1896 and that from and after February 26, 1932, no further deductions from her wages would be made, or have been made. Then it was worked out that a certain amount of these deductions had been improperly taken from her and on that basis an account was rendered to her under which she was to be repaid the sums which had been, as the defendants thought at that time, improperly deducted from her wages, and the sum amounted to £10 19s. 3d., there being allowed in that a small sum of 5s. 8d. for the interest. The contributions between October 1, 1929, and February 18, 1932, were £3 3s. 7d., the arrears of contributions £7 10s. 0d.—that is what she had paid by the 1s. 6d. a week—and interest was allowed on that at 5s. 8d., making a total of £10 19s. 3d. That sum was tendered to her by way of repayment to put the position right on the basis, as the defendants then thought that they had not been justified in making the deductions or asking for the payments. Miss Gissing was unwilling to receive it; she wanted to go on on the basis of the superannuation allowance; but ultimately she received the sum under protest. She protested that she had got her rights under the Act of 1896.

NALGO'S LEGAL VICTORY

(Continued)

Ultimately she brought her action on April 25, 1933. Before that time a certain amount of correspondence had taken place and one or two incidents had occurred to which I must also refer. An order had been made in October to the principal officers in charge of the institutions that deductions were to be made from persons like the plaintiff which would be at the rate of 2 per cent. upon their wages, she being a person who was regularly employed and had been regularly employed by the Board of Guardians. Now on March 24, 1930, there is a letter which records the agreement by her to pay the 1s. 6d. by way of repayment of the deductions which so far had not been exacted. In June, 1930, the plaintiff expressed her desire to remain under the Act of 1896. (I will deal with that in a moment.) That notice was received and accepted on June 30, 1930.

Now comes the question of what is the situation as between the defendants and persons (for it covers, of course, a number of other cases) or a person who is in the situation of Kate Gissing. Correspondence took place, and no doubt the defendants took legal advice, and ultimately, on March 20, 1933, the Town Clerk writes to Miss Kate Gissing and says: "I am now instructed to say that the Corporation are unable to alter the view which they have previously taken of this matter, but that they are prepared to repay the contributions deducted from the wages of Miss Gissing and others, quite apart from the question as to whether such deductions were made under a mistake of fact or law," and, I will add to that, as to whether there was any power on the part of the defendants to make a repayment out of this fund to which the payments had been put, namely, the superannuation fund. That was a fund created under the powers of the statute and, if the contention of the defendants be right, it is not only a question of a mistake of fact or law; it is, whether or not there was any power on their part to make any repayment at all.

As I have said, the action was brought on April 25, 1933, and came for trial before Mr. Justice Farwell. Mr. Justice Farwell recognised what has been determined by the House of Lords to be the position under this Act of 1896. The case of the *Guardians of the Poor of Salford Union v. Dewhurst*, was taken to the House of Lords and their decision is reported in 1926 Appeal Cases at page 619. It will be remembered that the Act of 1896 makes a scheme under which there are to be compulsory contributions. The decision in the House of Lords was this: "A compulsory scheme for providing superannuation pensions was established under the Act of 1896. Obligatory pensions were payable by the guardians and obligatory contributions by the officers and servants. The pensions were expressly made inalienable, but there was no express provision against contracting out." It was held by a majority of the noble Lords present that "Upon the construction of the Act it was not open either to the guardians or to their officers or servants to contract themselves out of the statutory obligations and rights respectively imposed or conferred upon them

by the Act." They affirmed the decision which had been given to the same effect in this Court. I will only refer to a passage in Lord Justice Warrington's Judgment. He says this at page 667 in 1925, 1 Chancery: "The plaintiff was for many years an officer or servant of the defendant guardians. In the year 1922, on May 19th, he retired from that service by reason of permanent infirmity of body. He thereupon became entitled by virtue of the Poor Law Officers' Superannuation Act, 1896, to receive during his life a superannuation allowance according to the scale provided for by the Act. By that scale the superannuation allowance was to be equal to a certain proportion of the salary or wages" and so on; and he then comes to the conclusion that whatever might be the volition on either side, the terms of the Act were obligatory on both sides and that the money was to be paid as defined by the Act of 1896.

Now Mr. Justice Farwell in his judgment considered that the effect of that case in the Court of Appeal and in the House of Lords was this, that Kate Gissing under the Act of 1896 was undoubtedly entitled to a pension at the appropriate time and under the appropriate circumstances having regard to the provisions of Section 2 of that Act. Section 2 says this: "Subject to the provisions of this Act, every officer and servant in the service or employment of the guardians of a Union who shall become incapable" and so on, "or shall have attained" a certain age "and have completed an aggregate service" and so on, "shall be entitled on resigning or otherwise ceasing to hold his office to . . . a superannuation allowance according to the scale laid down in this Act." Mr. Justice Farwell says: "She had in fact a vested right to her pension and that I think cannot be doubted," and he recalls the effect of the decision in the House of Lords, "that it was not possible or legal for an employee or a union to contract out of the obligations and benefits given by this Act. Consequently the plaintiff has, so long as this Act is in force, a vested right to her pension notwithstanding that no contribution has been made by reason of the failure of the Union to make the necessary deduction." We start with that. We agree with that view so taken by Mr. Justice Farwell. Now comes the difficulty. Under the Local Government Act, 1929, there was a transfer of the duties, the obligations, the liabilities and the rights of the Guardians to the County Councils or, in the present case, in the case of the Corporation, to the Corporation, and it is now said that owing to what is an unfortunate slip in the Act the responsibility which attached to the guardians has not been passed to and does not attach to the present defendants. That that would be a most unfortunate result is agreed on all sides. It seems a sad thing to think that a woman in humble circumstances who has given faithful work over a period of more than thirty years, who has been called on

during part of that time to make a contribution, who has made the contribution and who has, more than that, acquiesced in a further deduction in respect of the arrears, should, after all that, be suddenly told that by a mistake (because it can be nothing else) in the Act of Parliament there is now no power on the part of the defendants to implement the rights which were intended to be given her and in respect of which she had readily acceded to play her part. One must look, therefore, with some care at the Act. Mr. Justice Farwell put this: "Having regard to the events which have happened, namely, that the plaintiff has ceased to be the servant of the West Derby Board of Guardians and that her rights under the Act of 1896 have come to an end so far as at any rate that particular body is concerned because they have ceased to exist, is she now entitled to the pension to which she would have been entitled, to which she had a vested right, under the Act of 1896, so long as the Board of Guardians remained in existence? That is a question which, in my judgment, must depend upon Section 124," and he himself refers to the hardship that is imposed upon the plaintiff; but he held, as he felt himself compelled to hold, that by virtue of the terms of Section 124, the defendants could not justify the payment to her of the allowance which had certainly thought, and she had thought, she was becoming entitled to.

Now the opening words of Section 124 are these: "Where any officer by whom the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, have been made, is, by virtue of this Act, transferred to the service of any council, then, if the council to whose service he is transferred have no superannuation scheme, or if, in the case of an officer transferred to the service of a council who at the appointed day have such a scheme, he gives, within three months after the appointed day, notice . . . that he elects to remain subject to the provisions of the Act of 1896, that Act shall apply to him," and so on. I turn, therefore, to some other parts of the Act to see whether or not *prima facie*, without a close examination of its words, this lady is a person to whom that section would apply, and I find in the interpretation section "officer" includes "servant." Then we find that there is a transfer of the officers under Section 119. "Subject to the provisions of this part of this Act, any person who having been on the twelfth day of November, nineteen hundred and twenty-eight, an officer of a poor law authority is at the appointed day"—that would be on April 30, 1930—"an officer of the same or any other poor law authority shall on the appointed day, as respects that office, be transferred as follows." Inasmuch as "officer" includes "servant," the officers of the Poor Law Authority are transferred under Section 119 to the present defendants. In passing I may observe, although some difficulties might arise about it, that Section 113 says that "Subject to the provisions of this

"AS A RESULT OF THAT VALUATION REPORT THE ADDITIONAL BENEFITS OF 6,250,000 INSURED PERSONS WERE REDUCED AND THE ADDITIONAL BENEFITS OF NO LESS THAN 4,250,000 INSURED PERSONS CEASED ALTOGETHER."

MINISTER OF HEALTH
HOUSE OF COMMONS
10th NOV. 1933.

NOT A SINGLE APPLICANT TO NALGO APPROVED SOCIETY WAS
REFUSED OR RECEIVED REDUCED ADDITIONAL BENEFIT THROUGH
LACK OF FUNDS DURING THE PAST YEAR

DENTAL
OPTICAL

CONVALESCENT
HOSPITALS

HOMES

SURGICAL APPLIANCES

WANT AND DISTRESS

CONVALESCENCE IN THE SOCIETY'S OWN
"NALGO HOUSE," MATLOCK

APPLICATION FORM AND PARTICULARS OBTAINABLE FROM YOUR BRANCH LOCAL CORRESPONDENT OR—
THE SECRETARY,

NALGO APPROVED SOCIETY

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

NALGO'S LEGAL VICTORY

(Continued)

part of this Act with respect to property and liabilities for which special provision is made, any property and liabilities held or incurred by or on behalf of a poor law authority . . . shall on the appointed day . . . be transferred to, and vest in, the council of the county or county borough"; and "property" and "liabilities" have the same meanings as in the Local Government Act, 1888." Turning back for a period of forty years to find therefore what the meaning is, "The expression 'property' includes all property, real and personal, and all estates, interests," and so on—it is very comprehensive—and "The expression 'liabilities' includes liability to any proceeding for enforcing any duty or for punishing the breach of any duty, and includes all debts and liabilities to which any authority are or would but for this Act be liable or subject to, whether accrued due at the date of the transfer or subsequently accruing, and includes any obligation to carry or apply any money to any sinking fund or to any particular purpose."

Now having just made those points good by way of interpretation, I come to Section 124. The opening words here are: "Where any officer by whom the annual contributions have been made." It is said that in the present case the contributions have not been made; they have not been made because there was a failure to deduct over a long period of time; there has only been in respect of that an effort to put the matter right by allowing deductions at a sum of 1s. 6d. in order to make good the default in deduction which had operated over a considerable period of years, and it is said that we ought to read the words "the annual contributions have been made" as meaning all the contributions that ought to have been made and treat them as those that shall have been made without alteration or without any change—those that ought to have been made at the appropriate time over that long period of service. Before coming to a conclusion upon that I should just like to call attention to a few more sections in the Act of 1896. That established a compulsory system according to the scale laid down in this Act. Under Section 3 the scale for allowances is stated and it says: "An officer or servant who has served for ten years but less than eleven years," and so on. There are various scales of allowances that are to be made and when one sees what the contribution is under Section 12 it is this: "Every officer . . . shall contribute annually for the purposes of this Act a percentage amount of his salary or wages and emoluments according to the scale laid down by this Act, such amount to be from time to time deducted from the salary or wages payable to him and to be carried to and form part of the common fund of the union." Now two or three observations fall to be made under that. The contribution is estimated year by year; also the amount is to be contributed or deducted "from time to time." I see no reason why those deductions should be always equal or always made every week; they are to be deducted "from time to time" and then they are to be carried to and form part of the common fund of the Union. It is those words which make me have some doubt as to whether or not there was a possibility of the repayment of the sum which was tendered with interest by the defendants to the plaintiff.

Then we have one provision in reference to the amount of superannuation allowance which obviously may be uncertain because Section 18 makes the Local Government Board the authority to decide the questions, whereas if you think of the Act as one in which the quantum of the contribution is rigidly fixed and duly paid at the right moment week by week, and the superannuation allowance is also fixed, it would seem that if the rigidity of the Act is observed there could be no question that would ever arise. A little more careful examination of the Act of 1896 makes me think that there must be questions which would arise as to the quantum of the contribution, the date at which it ought to have been paid or have

been paid, and also as to the quantum of the superannuation allowance ultimately paid by way of benefit. Therefore, I think that one must bear that in mind when one comes to these words at the opening of Section 124: "Where any officer by whom the annual contributions have been made." It is to be said that those words connote a rigid compliance with the Act of 1896 so that although there has been by mistake a failure to make a deduction during a certain time and an effort to restore the position to what it ought to have been by repayment of money, those words are to be taken so strictly as not to mean such contributions as under the circumstances have been made but such contributions as have been made in strict and rigid compliance with the Act of 1896? I think the right interpretation of those words is that one is to deal with a case where there has been an effort, a determination, to comply with the Act of 1896 where contributions, so far as has been possible except for the mistake made, have been made and have been paid as asked for and as acquiesced in by way of deduction, and that that is a case to which this Section 124 applies.

It appears to me that the learned judge has given too rigid, too severe, an interpretation to those opening words and that Section 124 does apply to this case with the result that it is open to the lady to determine to remain under the Act of 1896, and that the contributions have been made, and made good, and that there is no impediment to her receiving what under the Act of 1896 the House of Lords have determined to be her inalienable and her vested rights.

I will only add one word more. Without further examination I do not feel ready to decide the point, but I think there is a great deal of weight to be given to the argument presented to us by Mr. Jenkins that the repeal of the Poor Law Officers' Superannuation Act, which is effected by the 12th Schedule of the Local Government Act, 1929, is not effected in this case by reason of the exception which deals with the Act of 1896 applying by virtue of some other enactment to the persons who fall within its terms. I have not yet been able to examine all the Statutes under which officers and servants hold their posts under the Board of Guardians. It seems to me that that exception may have been for the purpose of excepting those persons who held their offices under certain Statutes and under a Local Government Board Order and were therefore persons to whom the Act of 1896 applied by reason of their holding office under other Statutes. If that be so, then there is no contrary intention within the meaning of the Interpretation Act; and then by virtue of Section 28 of the Interpretation Act of 1889, Subsection 2 (c) would assist to preserve the vested right acquired by the plaintiff. I merely make that observation because it might in some circumstances be worth while to pursue it. But for the reasons I have already given I am satisfied that the opening words of Section 124 must be construed in a manner favourable to the plaintiff and not in the manner in which Mr. Justice Farwell felt constrained to interpret them.

For these reasons the appeal will be allowed with costs here and below and an order made in the terms (which we can discuss hereafter) asked for by the statement of claim.

LORD JUSTICE ROMER'S JUDGMENT

LORD JUSTICE ROMER: I too have arrived at the conclusion that this appeal must be allowed and I can state my reasons for coming to that conclusion quite shortly, without any disrespect to the learned judge from whom we are differing, because except on one point I find myself in complete accord with the judgment that he delivered. He said in effect that Section 124 did not apply to any officer of whom it could not be said that he had made the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, and I agree with

him in so holding. Where I do differ from him is in his finding that the plaintiff in this case is not a person of whom that can be said. The learned judge said "There can be no suggestion that in the case of the plaintiff here the annual contributions have been made; in truth and in fact they have not been made." That the annual contributions required by the Act of 1896 have not been made at the time and in the manner contemplated by section 12 of that Act is no doubt true, but for myself I do not think it is true to say that this lady has not made the contributions required by that Act within the meaning of Section 124 of the Act of 1929.

It has been held by the House of Lords in *Dewhurst's* case that payment of the annual contributions in manner prescribed by Section 12 of the Act of 1896 is a condition precedent to the officer or servant becoming entitled to a pension. When the pension is paid out of the common fund it will, of course, only be paid on the terms that the pensioner makes good to that fund sums that ought to have been paid. The Act of 1896 imposes a liability upon each officer or servant who comes within its provisions to make payments to that fund; but it will be sufficient if the payments are in the end made if they are not made in precise accordance with the terms of Section 12. That, as I say, appears from the case of *Dewhurst*. In those circumstances I cannot see that it is not within the province of the Guardians to make arrangements under the Act for a payment by the officers and servants of their contributions by other methods and at any times than those contemplated by Section 12. It will be observed that Section 124 of the Act of 1929 does not require that the contributions required by the Act of 1896 shall have been paid in manner required by Section 12 of that Act, or contain any words to that effect. All it requires is that the contributions shall in fact have been made.

Now, if I am right so far this would seem to follow, that if the Guardians had arranged for convenience between themselves and their servants, or one of them, that instead of deducting a percentage of each weekly instalment of salary or wage the deduction should only be made every fortnight, in such a case as that when the Act of 1929 came into force, as it did, on April 1, 1930, if at that time there was one week's contribution unpaid (as might well happen if the contributions were only made by deduction every two weeks) it would be right to say of the particular servant that he had made up to April 1, 1930, all the contributions which ought to have been made by him, having regard to the arrangement that had been come to between himself and the union. In other words, it would be impossible to say of that servant that on April 1 he was in default in respect of any of his payments. In this case, of course, no such arrangement was made but a similar arrangement was made. In March, 1930, there was a considerable sum owing by Miss Gissing to the Guardians in respect of arrears of contribution to the fund which had not been deducted by the Guardians between the date when the lady went into their service and I think some date in March, 1928, when they began to make deductions, and a question, of course, arose as to what was to be done in respect of those arrears. In those circumstances this letter was written to Miss Gissing, amongst other servants of the Union who stood in much the same position as Miss Gissing occupied. The letter said this: "With reference to your application to pay the superannuation contributions in respect of the service for which deductions have not been made, it has not been found practicable at the present stage to ascertain precisely the amount which you would have to pay. You will, however, be informed of the amount as soon as possible. The Guardians have agreed to allow officers to pay the contributions either in a lump sum or by instalments spread over a reasonable period. In the event of your desiring to pay the arrears I shall be glad if you will please state your decision below." Then Miss Gissing signed that document, filling in the sum of 1s. 6d. per week against this statement: "I desire and hereby agree that the amount due in respect of arrears of superannuation contributions should be

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NALGO'S LEGAL VICTORY

(Continued)

deducted from my salary or wages in instalments at the rate of 1s. 6d. per week." That was accepted apparently by the Guardians. In other words, an agreement was come to between the servant and the Guardians that contributions in respect of which she was in arrear should be paid in this manner, namely, by a deduction from her wages in the future at the rate of 1s. 6d. per week. From that time, so long as the contributions of 1s. 6d. per week were deducted, it was impossible to say that that lady was in default in respect of her contributions to the fund. Whether that 1s. 6d. fell to be deducted before April 1 under that arrangement I do not know. If it did not it does not matter; if it did, no doubt it was in fact deducted; but on April 1, having regard to the arrangement that had been come to between the union and the lady, an arrangement which, it seems to me, the Guardians were perfectly at liberty to come to in relation to the method of payment of contributions to the fund, it is impossible to say that this lady was in default in respect of her contributions. In other words, it is impossible to say of her that at that date, April 1, 1930, the annual contributions required by the Act of 1896 had not been made by her. For that reason I agree that this appeal must be allowed.

I desire to say nothing at the present moment, because it does not arise, as to the effect of the Interpretation Act, 1889, or the reference to the Act of 1896 in the 12th Schedule of the Act of 1929 upon the matter that we have been discussing; I prefer to reserve my opinion on both those points until they arise.

LORD JUSTICE MAUGHAM'S JUDGMENT

LORD JUSTICE MAUGHAM: I am of the same opinion, and as we are differing from the careful judgment of the learned judge in the Court below I wish to state the grounds of my conclusion as shortly as may be.

Miss Kate Gissing, the appellant here, from a date in the year 1897, some thirty-seven years ago, has been employed, or was employed, by the West Derby Board of Guardians in the City of Liverpool. Her salary was about 25s. od. per week. From the date of her being so employed—that employment went on until April 1, 1930—one of the conditions of her employment was her right to superannuation allowance under the Poor Law Officers' Superannuation Act, 1896. It is to be assumed that her wage was fixed not without regard to the fact that after a certain number of years' service she was entitled in substance to a pension. It may be observed here that the scale of superannuation allowance does not depend on the question of actual payments of contribution made by the pensioner but on the length of service which she has performed. The section laying down the scale is Section 3 of the Act of 1896. One may mention in passing that after forty years' service she would be entitled to what is in effect a pension amounting to two-thirds of her wage; so that in effect in her old age she could look forward to a sum of some 16s. 8d. per week for the rest of her life.

She entered the service of the union after the Act of 1896 had come into force and, therefore, was necessarily bound by it and bound by the system of compulsory contribution of, in her case, 2 per cent. of her wages to be deducted from the payments made to her. There was, however, another class of poor law officer who was in the employment of the Union and of other similar bodies when the Act laying down this system of compulsory contribution came into force, and with regard to those existing officers and servants they were entitled, under Section 15 of the Act, by giving a certain notice in writing, to say that they would not avail themselves of the provisions of the Act, and thereupon they remained subject to the provisions of the preceding Act, namely, the Poor Law Officers' Superannuation Act, 1864 and certain amending Acts. If you were an existing officer

or servant who gave that notice you retained all your benefits under those preceding schemes. There were therefore in the case of poor law officers when the Local Government Act, 1929, came into force, from the point of view of pension or superannuation allowance two distinct classes, one class of whom had been making contributions under the Act of 1896, and another class who had not been parties to a contributory scheme at all and who had made no such contributions. The Union in this case for a considerable time did not, as they ought to have done under Section 12 of the Act of 1896, deduct the 2 per cent. of the wages of Kate Gissing. Probably they thought the sum was so small and the salary was not very big and it was not worth doing. But after a time their attention was called to this omission (and quite properly called, of course) and as from October 1, 1929, the 2 per cent., namely 6d., was deducted weekly from her wage. Then it was pointed out by the local government, I think, that she was in arrear, she had not paid for a good many years, and that was dealt with by an arrangement that as from March 29, 1930, she should have deducted from her wage 1s. 6d. per week for the arrears, a sum which would slowly go to wipe off the whole of her arrears. That went on until February 26, 1932, and went on, although as from April 1, 1930, the Corporation of Liverpool under the provisions of the Local Government Act, 1929, had had transferred to them all the functions and the property and the liabilities and the officers of all these unions, including the West Derby Board of Guardians, and the Corporation in complete good faith proceeded to deduct from the wages of Kate Gissing the 6d., and the 1s. 6d. per week.

But doubts were entertained as to whether, as the effect of the Local Government Act, 1929, and in particular the effect of Section 124, Miss Gissing was entitled to any superannuation allowance at all; in other words, whether she had not forfeited her rights as the result of the Act coming into force. The result was that after February 26, 1932, the sum was not deducted and the question arises whether they ought to have gone on deducting it and whether she is or is not entitled to the same provisions for a pension, subject to certain modifications which may be made by the Minister under the Local Government Act, 1929, as she was entitled to before. That question arises on Section 124 of the Act. To my mind the important sections to look at are Sections 113, 119 and 121 of the Act. Section 124 is not really setting out, if I may use that phrase, to define who are the people who, having been poor law officers, will continue to get a superannuation allowance, but is concerned to say that some of those people, at any rate, who by virtue of the Act are transferred to the service of the Council are persons who, if they give a certain notice, or if they had previously no superannuation scheme, shall have the Act of 1896 applicable to them subject to such modifications as the Minister may by order direct. In other words, it was a section devoted to showing that the people who were going to get the benefit of the Act of 1896 might yet find themselves subject to modifications which the Minister was to have a power by order (that is to say, not by Act of Parliament) to direct. It begins with the words: "Where any officer by whom the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, have been made is, by virtue of this Act, transferred to the service of any Council," and so forth, and, as has been pointed out, the real question is whether the definite article "the," coupled with the words "have been made" does not indicate that the whole of the annual contributions must have been made. In my view, upon the true construction of the Act, that is not a sound contention. I think that Section 124, or, rather, the preliminary words in it, is or are intended to bear in mind the distinction which I have already made between those persons who had been making contributions under the Act of 1896

NALGO'S LEGAL VICTORY

(Continued)

and those persons who under Section 15 of that Act had been preferring to keep out of the provisions of the Act and who preferred to remain subject to the provisions of the Act of 1864 and the Acts amending that last mentioned Act. I do not start with any strong conviction that the use of the definite word "the" and the tense of the verb "have been made" point to the view that every annual contribution has been made, for the reason that I am satisfied the section is really devoted to an entirely different question. I agree that *prima facie* when you say that "the annual contributions have been made," you mean all of them, but that is a meaning which may still yield to a context. If you say that the men in a tent are white you do not in every case mean that all of them are white and that there are not one or two sprinkled among them who are not white. It is a question of the context in which the words are found, and here, as I think, I find the strongest possible context for arriving at the conclusion that one ought not to supply by construction the words "all the annual contributions" but ought to leave the words as meaning nothing more than that annual contributions have been made pursuant to the deductions which the employers of the poor law officer ought to have made under Section 12, including any arrangement that may have been made between the Guardians of the union and any such officer.

The reasons that lead me to that conclusion, as I have said, are I think extraordinarily strong. In the first place, we are dealing with the claims of people who have been employed, some of them, like Kate Gissing, for many years, on the terms that they were to get eventually a pension if they did not misbehave themselves. Kate Gissing in fact was over sixty years old when the Act came into force; she had practically earned her pension, and the argument would have been equally strong if from ill-health she had to retire immediately after the Act or if she had in fact attained the age of sixty-five, when she would have been entitled as of right to a pension. My brethren have stated the effect of the decision of the House of Lords in *Guardians of the Poor of Salford Union v. Dewhurst*. She had a vested right to a pension subject to serving a few more years; and I start with the notion that it is almost incredible that the legislature can have intended to deprive a woman, and other people in this woman's position, of this right which she had been in the process of earning by service over a long time for no reason at all and without any provision in the Act for return to her of her contributions and interest or any other compensation. I start, as I said, by believing that this is impossible.

The next argument that occurs to me is this: there was an inchoate liability imposed upon the defendants in Section 113 of the Act of 1929. The liabilities incurred by or on behalf of the poor law authority are transferred to the Council. Now it is true that there was not at that moment a complete liability to pay her a pension because she had to serve a few more years or to get ill; but when we look at the definition of "liabilities," which the Master of the Rolls has already referred to, in words which we find in Section 100 of the Local Government Act, 1888, which apply under Section 124 of the Act of 1929, we see that "liabilities" includes liability . . . accrued due at the date of the transfer or subsequently accruing." I find in that fact a very strong argument for thinking that the accruing liability to pay this lady a pension was not destroyed by the casual words introductory to Section 124.

The matter does not stop there, because there are a number of other strange anomalies which would follow if the argument for the respondents were accepted. As I pointed out, those persons who, under Section 15 of the Act of 1896, gave their notice not to come under the scheme have their rights preserved under the preceding legislation in reference to superannuation allowances, and those are expressly preserved to them in the repeal clause which is to be found in the

Act of 1929 by a saving of Section 15 of the 1896 Act from being repealed. It follows then, if the argument on behalf of the respondents were right, that those who had never paid any contributions at all under the Act of 1896 but gave notice to remain out of it have their interests and their rights preserved by the Act of 1929, but those who might perhaps for a quarter of a century have submitted to these deductions from their salary or wage would have all their rights taken away from them if it were shown that the contributions had not been made in full—not, be it observed, by any default of their own but by the mistake and default of some governing body. That seems to me sufficiently strong almost to speak for itself.

There is another extraordinary result which would arise under Section 124, subsection 4, with regard, not to poor law officers but to asylums officers. Subsection 4 contains in the middle of it the phrase, with regard to such an officer, "if he is an officer by whom the contributions required by the Act of 1896 have been made" (which is just the same sentence which occasions the difficulty under subsection 1 in the same section), then "Any service before the appointed day which would have been treated as service for the purposes of the Act of 1896 shall be treated as service for the purposes of the Asylums Officers' Superannuation Act, 1909." Does that mean that he gets the benefit of his previous service only if every contribution required by the Act of 1896 has been made? The result would be that, having served for twenty years and made twenty years' contributions, he would get the benefit of the twenty years' service, but if he had served for twenty-one years and during the first year by some accident the deductions had not been made by the default of the governing body he would forfeit all his benefits derived from a lifetime, or half a lifetime, of service. It seems to me that that again is an anomaly so strong that unless the words are absolutely clear we are driven to the view that Section 124 is not so expressed that we cannot, as a matter of construction, say that the words "annual contributions," etc., "have been made," indicate that they have been made so far as they have been properly exacted or have been made so far as the arrangements between the persons exacting the contributions and the officers or servants require.

For those reasons, in addition to those which have been given by my brethren, I am of opinion that this judgment should be reversed and that we should hold that Kate Gissing has not forfeited her rights to superannuation allowance, and subject to the payment in due course of any contributions which may still be due from her she will be entitled, subject to the provisions of Section 124, to the benefits of the superannuation scheme embodied in the Act of 1896.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: February, 41; March, 40; April, 39; May, 37; June, 38; July, 41. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	May	June	JULY
Food ..	16	17	22
Rent ..	56	56	56
Clothing ..	85	90	90
Fuel and light ..	70	70	70
Other items ..	75	75	75

(Continued from Col. 3)

James Grant of the Borough Treasurer's Department. The runner-up was Mr. Alan Smith, Assistant Solicitor in the Town Clerk's office. The President (Mr. James Latta, M.R.C.V.S.) in making the presentation, referred to Mr. Smith's unfortunate experience in finishing as runner-up in three consecutive years.

LOCAL GOVERNMENT WITHOUT TEARS

We are all familiar with the man who blames the London County Council for a defect in the water supply, who talks of "board schools" and "parish doctors," and who has the vaguest notions about the functions of the local government service generally. So long as these functions are efficiently performed such ignorance may seem unimportant; but in the long run ill-informed electors tend to choose incompetent representatives, and the standards of the service must deteriorate.

In "The Housewife and the Town Hall" (Ivor Nicholson and Watson, 2s. 6d.) Mrs. Fisher sets out to give "a brief description of what is done by our local councils and public services." Based on a series of broadcast talks, the book reveals Mrs. Fisher's understanding of the psychology of the general reader who has no special interest in local government administration, and who has to be coaxed by the use of simple and lucid language into seeing how closely that service is associated with his or her daily life.

Beginning with the services ranged round babyhood, Mrs. Fisher proceeds to describe the educational system, the public health services, employment-finding machinery, insurance, pensions, public assistance, and transport. The title of her chapter on adoptive services—"May but not must"—indicates the effectiveness of her presentation—how few writers have the imagination to realise that the very word "adoptive" is enough to repel the non-technical reader!

Mrs. Fisher throughout her work lays stress upon the real power which resides in ordinary men and women to get things done; if they will join forces and bring pressure to bear on the appropriate authority (and this book tells them clearly which is the appropriate authority) they can usually get what they need—whether it is more rural telephones or better dustcarts or a new maternity clinic. That the sovereignty of the people is not entirely a nineteenth century academic myth is pleasantly and cogently brought out in this book.—John Dover.

SPORTS COMPETITIONS

A bowling match between Newport Corporation Staff and Barry Council Staff was played at the Central Park, Barry Dock, on June 23rd. Scores: Newport, 95; Barry, 52. A return match was arranged to be played at Bushwood Park, Newport, Mon., on July 28.

In the final of the North Western District Swimming Competition, held on June 28th, at the Urmston Swimming Baths, Davyhulme, as one of the events in the Urmston A.S.C. Gala, the result was as follows: 1, Manchester; 2, Southport; 3, Chester City; 4, Blackburn.

The eliminating competition to produce the zone winners for the golf finals was held at the Davyhulme Park Golf Club, Davyhulme, on June 15th. The following were the qualifying scores: F. Knowles, Stockport, 61; P. M. Barber, Manchester, 61; W. E. Phillipson, Manchester, 61; R. B. J. Wilkinson, Hazel Grove, 62; V. C. Whiting, Manchester, 62; A. B. Crosby, Stockport, 63; E. G. Ariss, Manchester, 65.

The best score performance was that of Mr. Ariss, of Manchester, playing from a handicap of 6.

In connection with the North Western District Summer Sports Competitions, in the semi-finals of the Bowling Individual Merit and Gents' Tennis Competitions, held at Warrington, on July 14, the results were as follows: Finalists in the Bowling Competition: P. W. Rowley (Liverpool); Mr. Whitworth (Rochdale).

Finalists in the Tennis Competitions: J. A. Spencer (Liverpool), and either A. Worthington (Salford), or F. Howarth (Manchester).

The Barrow Branch have just completed the annual tournament for the "Johnson" Golf Trophy. The winner this year was Mr.

(Continued in Col. 2)

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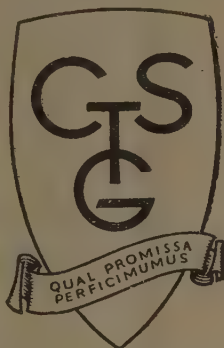
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SCOTTISH SUMMER SCHOOL

(Continued from page 590)

Three things at present veiled temporarily the colossal potential loss—first, transfer of population from north to south was reduced by the prevailing depression; second, huge arrears of housing existed everywhere, and until these arrears were wiped out, depopulation would be obvious only in rural areas; third, the population of Britain and of the large towns in Scotland was still increasing, and, as long as this continued, it veiled the transfer that was taking place. It was one thing to redistribute an expanding population, and quite a different thing to redistribute a stationary or shrinking population. Once expansion ceased, as it would soon, every family that was a net gain for one area must be a net loss for another. If industry was allowed to go where it cared, we were thereby compelling population to follow it. As long as a mobile surplus existed, no great harm might result, but once our population began to shrink, as it soon must, transfers must mean the reduplication of social amenities, with immense communal loss. So far only elementary education had felt the impact of the new population trend; but soon industry must, with dire results, unless we foresaw and planned ahead.

The immediate problem was to develop Scotland's particular assets. If Scotland's industrial life was to be resuscitated, Scotsmen must do it. Her first effort should be concentrated on the revival of her existing industries by research and co-operative effort. Much remained to be done in Scotland in this direction, and it was the money and the will that were lacking, not the brains.

Local Rating

The third academic lecturer was our good friend, Mr. James Cunison, M.A., of Glasgow University. Mr. Cunison dealt with the much debated subject of local rating.

After reviewing and illustrating the increase in the rate burden between pre-war and post-war years, Mr. Cunison referred to the attempts to meet the most serious consequences by the de-rating of manufacturing industries and the reorganisation of the system of grants. In spite of these improvements, however, it could not be said that the ratepayers (whether individuals or industrial firms) had been reconciled to the rating system. The main ground for dissatisfaction lay in the mal-distribution of the burden, which not only gave rise to injustice, but brought grave industrial consequences in its train.

This mal-distribution in turn, followed from the fact that rates payable depended on the occupation or ownership of property of certain kinds, and that this bore no necessary relation to ability to pay. Tracing the growth of the system, the lecturer showed that some of the most important rates had been originally based on the ability of the payer, measured by what was at the time the most obvious indication of ability, namely, use or possession of property, but that in time the property itself had come to be taken as the basis and other indications of ability ignored.

To some extent the position had been modified by the institution of grants from the central government for semi-national services carried on by the local authorities. But even in their latest form, these still left the major part of the problem unsolved. The substitution of a local income tax for the existing rates, which had been suggested, would in some respects meet the case; but would raise new problems of its own. A discussion of the difficulties involved in some of the best known schemes concluded the lecture.

The Central Department

Space will not permit of any adequate report of the excellent after-dinner talks which we had from Mr. J. E. Highton, B.L., Secretary of the Department of Health for Scotland; Dr.

Kidd, Medical Officer, Education Department, Dundee; Mr. W. D. Ritchie, M.A., Director of Education, Selkirk; and Mr. J. A. Scott, Town Chamberlain, Kilmarnock. Mr. Highton spoke on the work of a central department. The central department was the means through which ideas got up to Parliament for legislation and down from Parliament to those affected after legislation. In a central department there were the permanent officials and the permanent head and there was also the responsible minister who changed with the changing government. He thought the external chief was a check on the tendency of a department to augment officialism and technical efficiency and to overlook the end in elaborating the means.

The following is the list of prize winners in the sporting events.

Golf.—Ladies: 1st, Miss G. Laing, Edinburgh; 2nd, Miss D. Nicoll, Dundee. Gents: 1st, Mr. G. McBlain, Edinburgh; 2nd, Mr. Langlands, Perth; Mr. R. Whiteford, Bathgate; Mr. L. Mackie, Edinburgh, and Mr. C. C. Duncan, Dundee, a tie.

Tennis.—American Mixed Doubles: 1st, Miss H. Cameron, Perth, Mr. D. Crawford, Dundee; and Miss E. Gibbon, Edinburgh, Mr. A. Michael, Greenock.

Putting.—Ladies: 1st, Miss E. Gibbon, Edinburgh; 2nd, Miss H. Cameron, Perth. Gents: 1st, Mr. C. C. Duncan, Dundee; 2nd, Mr. L. Mackie, Edinburgh.

MR. H. S. NEWTON

Honoured by Sheffield University

Among the distinguished men of science, art, and administration who received honorary degrees at the recent congregation at Sheffield University was Mr. H. S. Newton, Chief Education Officer of Sheffield, member of the N.E.C. of N.A.L.G.O., and chairman of the B. & O. Fund Management Committee. The degree of Master of Arts was conferred upon Mr. Newton.

In his tribute to Mr. Newton, Professor Shera said in the head of its executive—Sheffield's education authority was singularly happy. Mr. Newton was himself trained in Sheffield schools, and for little fewer than forty years he so well acquitted himself in the service of the authority that eighteen months ago, deemed capable of doing the work of two men, he became Chief Education Officer for Sheffield. Under his auspices they were assured that their educational system, already one of the finest in the country, would move from strength to strength; and that Mr. Newton would not rest content until every child was given the educational armour best fitted to equip him for the responsibilities of citizenship and the battle of life.

Nobody who had been privileged to co-operate with Mr. Newton in his great work had welcomed his final promotion more warmly than that University. In other spheres, too, Mr. Newton was held in high esteem. For eight years he had been chairman of the Management Committee of the Benevolent and Orphan Fund of the National Association of Local Government Officers; he had held many offices of importance in the world of amateur sport. "We pay our tribute to-day," Professor Shera concluded, "to one whose far-seeing initiative and capacity in administration are equalled only by his personal modesty; not less, to a valued and unfailing friendship."

The Sheffield Municipal Officers' Guild have made a presentation to Mr. Newton to mark appreciation of the distinction conferred upon him by Sheffield University.

The gift was a silver salver, and the Lord Mayor (Alderman Fred Marshall) and others spoke in terms of high praise of Mr. Newton's personal and professional qualities.

SALARIES AND SERVICE CONDITIONS

(Continued from page 594)

Urban District Council on June 4, when it was unanimously agreed to take further steps with a view to adopting a superannuation scheme. The officers are grateful to Mr. Day for his valuable services.

SCOTLAND

The East Lothian County Council has adopted the Act as from July 16, 1934.

The Burghs of Grangemouth and Inverness are obtaining actuarial reports.

The County of Aberdeen is formulating a scheme, and the Burgh of Peterhead has indicated that it is prepared to join the scheme.

The Burgh of Motherwell and Wishaw has set up a special committee to consider the adoption of a scheme.

Salaries

An amended Staff Grading Scheme at Burton-upon-Trent has been approved.

A grading scheme for the female clerical staff at Walsall was adopted from April, 1, 1934.

As a result of an application made to the Newburn U.D.C. for the staff of that Authority to be graded, the Council submitted a scheme which was considered scarcely satisfactory. Amendments have been forwarded to the Council, but have met with little success. At the time of writing, the matter is still under the consideration of the Branch.

The Divisional Secretary has had a long interview with the Chairman of the Finance Committee of the Scarborough Town Council, with reference to staff salaries, when he was accompanied by the majority of the chief officers. Important proposals relating to the Salary and Grading Scheme were submitted, and the matter is still under consideration.

The Castleford U.D.C. recently adopted a new Salary Scheme in respect of the Junior Staff, without consultation with the Association. The Scheme was not considered satisfactory, and the Divisional Secretary interviewed the Authority on the matter. Alternative proposals have been submitted for the consideration of the Council.

The Gateshead Town Council is reconsidering the revision of its Salary and Grading Scheme.

The Executive Committee of the Branch have the matter under serious consideration.

Service Conditions

The Divisional Secretary has recently had two meetings with the Transport Committee at Middlesbrough, with respect to the dismissal of two members of the staff.

Owing to difficulties which have arisen in the Department the Manager has resigned, and it is felt that the two members in question are being penalised owing to circumstances over which they have had no control.

After the first interview, the Committee decided that they would consider the two persons in connection with other appointments which may have to be made, but as the decision was so vague the Divisional Secretary obtained a further interview, as a result of which the matter was referred to the Salaries Subcommittee for them to explore the position.

Local Joint Committee

On the application of the Association, the Batley Town Council have agreed to the formation of a Local (Whitley) Joint Committee. The details of the scheme have yet to be settled.

The finals of the N.A.L.G.O. (Preston Branch) Tennis Tournament took place on the Corporation Courts, Moor Park, on July 6th. A large crowd was rewarded by some keen and interesting tennis. The games ended as follows:

Gents Singles: T. Maymon (Electricity) beat N. Seed (Education), 6-0, 7-9, 6-3.

Ladies Singles: Miss A. Gardner (Library), beat Miss W. Thacker (Electricity), 6-0, 6-2.

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NATIONAL EXECUTIVE COUNCIL

NOTES ON THE JULY MEETING: POINTS FROM THE COMMITTEES' REPORTS

THE National Executive Council of N.A.L.G.O. met at the headquarters of the Association at 24 Abingdon Street, Westminster, under happy auspices on July 14. Apart from the reports indicating gratifying progress in every department of the Association's activities, the members learned with great satisfaction of the signal success which the Association has achieved in the Poor Law Officers' Superannuation test case and also of the striking victory in the appeal against the assessment to income tax on the profits of the holiday centres. Again, as evidence of the growing prestige of the Association, it was announced that Mr. L. Hill, the general secretary, had given evidence before an American commission which is investigating conditions of public administration in this country. The success of the recent summer schools was another matter which evoked very favourable comment. To certain outstanding features of the meeting extended reference is made elsewhere in this issue.

* * *

Mr. F. J. Willett, chairman of the Council, presided. Others present were: Dr. A. W. Wotherspoon, president; Mr. G. W. Coster, vice-president; Mr. W. E. Lloyd, vice-president and hon. treasurer; Mr. C. G. Brown, immediate past president; Mr. W. W. Armitage, vice-chairman of the Council; Mr. P. H. Harrold, hon. solicitor for England; Mrs. G. Franks and Messrs. H. Allen, A. G. M. Archibald, J. T. Baker, H. Begg, A. G. Bolton, J. Chaston, A. B. Day, F. R. Finch, T. Freeman, A. A. Garrard, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, G. Lawson, M. O. McAuliffe, F. V. Merriman, H. Morris, J. Moss, A. Denton Ogden, A. Pinches, E. J. Stead, C. C. Sweet, J. W. Vince, A. Webb, W. H. Whinnerah, J. W. Wilkinson.

Apologies for absence were received from Messrs. J. E. Gee, G. Llewellyn, H. S. Newton, C. A. W. Roberts, J. W. Singleton, and G. A. Stone. Officers in attendance were: Mr. L. Hill, general secretary; Mr. John Simonds, legal secretary; Mr. W. P. Fox, organising secretary; Mr. H. Baker, accountant; Mr. H. Wright, secretary for special activities; and Mr. H. Slater, education secretary.

Chairman of the Council

On the motion of Mr. Griffiths, the Council decided that the tenure of office of the chairmen of the National Executive Council shall be restricted to a maximum period of two years and shall not exceed that time. By another decision, presidents of the Association for the previous five years are to be invited to attend annual conference as guests of the Association.

* * *

The Publications and Recreations Committee here appointed Mr. J. W. Singleton as chairman and Mr. A. Webb as vice-chairman for 1934-35. No action has been taken on a proposal of the Leicester Branch that consideration should be given to holding the competitive games during the sitting of the annual conference and not prior to the conference. Campers and cruisers will be interested to learn that arrangements are being made to hold the London Re-Union on Saturday, February 16, 1935, in the large restaurant of Messrs. Harrods, Knightsbridge, which can accommodate up to 1,000 for dancing. The date fixed for the Northern Re-Union, to be held in the Manchester Limited Restaurant, Manchester, is Saturday, March 23, 1935.

A resolution had been received from the Metropolitan District Committee expressing the opinion that the activities of the N.A.L.G.O. Motoring Association should be carried out at headquarters as part of the Association's thrift scheme, and asking that the National Executive Council approach the R.A.C. with a view to some further concession being obtained in respect of motor-cars of small horse power.

The Publications and Recreations Committee were of opinion, however, that it is desirable that the N.A.L.G.O. Motoring Association should be administered by the District Committees. They reported that every effort had been made to arrange with the R.A.C. for the subscription for light car members to be further reduced without success.

Education Committee

Prominent in the report of the Education Committee were the references to the Summer Schools at Cambridge and St. Andrews. Sir Arthur Robinson, Secretary of the Ministry of Health, has awarded prizes for essays submitted in connection with the Sir Arthur Robinson Essay Competition to the following: Class 1, Mr. W. J. Malley, D.P.A., Assistant, Staffing Section, Liverpool County Borough, and Class 2, Mr. F. Cull, P.A.S.I., City Assessor's Department, Glasgow. While he was at the Scottish Summer School, Mr. J. E. Highton, Secretary of the Department of Health for Scotland, intimated that he would like to present an annual prize or scholarship in order to encourage students in Scotland. Mr. Highton's offer has been accepted with thanks. Mr. Chaston, who introduced the report to the N.E.C., paid a tribute to the excellent work of Mr. H. Slater, the Education Secretary, which had contributed so much to the success of the Cambridge School. Mr. W. W. Armitage associated himself with this tribute, mentioning that his attendance at the Summer School had been one of the most inspiring experiences of his (Mr. Armitage's) "young life."

Mr. John Chaston has been appointed chairman of the Education Committee for the year 1934-35, and Mr. C. A. W. Roberts, vice-chairman. Mr. Chaston, Mr. Finch, and Mr. Roberts have been appointed a panel of assessors to consider the marks obtained by candidates in the N.A.L.G.O. examinations during the year 1935. These members, along with Mr. F. J. Willett, have been re-appointed to represent the Association on the Poor Law Examinations Board for the year 1934-35. In the N.A.L.G.O. examinations for May, 1934, 42 per cent. of the candidates passed in the preliminary, 56 per cent. in the intermediate, and 71 per cent. in the final. In the preliminary, 30 per cent. were referred in certain subjects, in the intermediate 23 per cent., and in the final 7 per cent. The respective percentages of failures were: Preliminary, 28 per cent.; Intermediate, 21 per cent.; and Final, 22 per cent. Altogether 287 candidates have been examined in the various grades in 1934, an increase of 17 as compared with 1933.

Grants to Universities

The N.E.C. unanimously adopted a recommendation of the Education Committee to authorise the expenditure of a sum not exceeding £300 for grants to universities during the academic year 1934-35. A further indication of the success of the Association's work in fostering research in connection with local government was afforded by a letter from the Hon. Secretary of the Liverpool University Area Education Committee, pointing out that the grant of £50 made last year had enabled the publication of reports on research work of particular interest to those concerned with the local government of Liverpool and Merseyside. "This type of activity, which would have been impossible without the very valuable aid represented by the financial grant referred to," it was added, "affords a splendid opportunity for widening the influence and reputation of the Association as an educative body, in quarters where this side of the Association's activities have not hitherto perhaps been sufficiently recognised."

It has been decided that the School Commercial Certificate of the Royal Society of Arts

and the School Certificate of Commerce be accepted as exempting examination from the N.A.L.G.O. Preliminary Examination.

* * *

It emerged from the report of the Finance and General Purposes Committee that Mr. L. Hill, the general secretary, had been asked to give informal testimony before an American commission of inquiry regarding Civil Service problems at the American Embassy in London. Mr. A. Pinches, in presenting the Committee report, congratulated the General Secretary the signal honour which had been conferred upon him. In reply, Mr. Hill referred to the exhaustive character of the inquiry, at which he had given evidence for many hours. "Minds in America," he said, were looking what N.A.L.G.O. had done in the sphere of local government service questions and were seeking to extract the best that was possible from the lessons of administrative experience in this country. In America they were endeavouring to fashion out of the circumstances of the last few years a definite form of both central and local government, and it was a tribute to administration in this country that they were seeking to profit by experience and practice in Great Britain.

Venue of Annual Conference

The question of the venue of the annual conference was raised in the report of the Finance and General Purposes Committee, a result of the reference from the last annual conference, when it was decided that only those cases where no definite recommendation is made by the Council the venue of the annual conference must be decided by ballot. The reference, according to the Committee, inferred that if the N.E.C. made a definite recommendation, that recommendation would be accepted. Should the Council desire to submit the name of more than one town for determination by conference, it was added, suggestion of a decision by ballot was suggested and the Committee submitted a form of ballot paper. They recommended that the venue of the conference be decided in all cases by ballot, whether or not the N.E.C. makes a recommendation, and, in the event of the N.E.C. making a recommendation, an asterisk be placed on the ballot paper against the name of the town or towns recommended. This recommendation was adopted by the N.E.C.

* * *

A very favourable report on the preliminary arrangements for next year's conference at Cheltenham Spa was presented by the Conference Town Sub-Committee. The whole accommodation at the Town Hall has been placed at the entire disposal of the Association throughout Whitsuntide, 1935. The standard of accommodation is high, providing excellent facilities for the reception, conference session, and other meetings.

Mr. A. Pinches has been appointed chairman and Mr. A. G. M. Archibald vice-chairman of the Finance and General Purposes Committee for the year 1934-35.

* * *

On the reference from the annual general meeting regarding extension of the maximum period over which loans can be repaid beyond twenty years, the Committee of Management of the Nalco Building Society reported that it was prepared to consider on their merits applications for advances to be repaid over term of twenty-five years, provided that the amount will not in any case exceed 90 per cent of the value.

* * *

Elsewhere in this issue a report is given of the Court of Appeal's judgment in the case *Gissing v. Corporation of Liverpool*, raising the question of the superannuation rights of public officers.

(Continued on next Page, Cols. 2 and 3)

COTTISH NOTES

OR LAW OFFICERS' TENURE

Last month's issue we mentioned that steps had been taken to get an amendment inserted to Clause 11 of the Poor Law (Scotland) Bill, which would give public law officers and governors and matrons of law institutions a right of appeal to the court against dismissal, etc. Memoranda have been issued to Scottish Members of Parliament, to the Scottish office, and to the Department of Health. Our proposals, however, have been turned down by the Scottish Grand Committee. The official Parliamentary report is sorry reading to anyone familiar with the law. There has been a failure to realise that administration of the poor law in counties is much different from that, say, in Glasgow or any of the larger cities. It must not be thought, however, that our efforts have been altogether in vain. The question of security of tenure has now been made a live issue. Mr. Macdonald, in withdrawing the amendment, remarked: "The Under-Secretary has indicated that there is a good deal behind the amendment which is worthy of consideration, and in the circumstances I ask leave to withdraw it." We believe that when the Consolidating Bill is being drafted the question will not be lost sight of.

Hamilton Cuts Restored

We are pleased to report a favourable result of our application for restoration of the salary made by Hamilton Town Council. It will be remembered that a few months ago the Council restored the cuts only to five members of the staff, and that at a later date an application was turned down. We succeeded, however, in getting the whole question reopened, with the satisfactory result already mentioned. In addition to Hamilton, the following authorities have to be added to the list of those who have restored the cuts: the Burghs of Dunfermline, Airdrie and Dunoon, full restoration; restoration to the extent of one-third, the Burgh of Gourock and the Counties of Argyll and Wigton.

ion of Declarator

The action of Declarator raised against Edinburgh County Council to determine (1) the right to payment of compensation awarded under the Rating Act of 1926 in cases where officials are receiving higher salaries than that on which compensation was based; and (2) the right to have compensation assessed when the office has been abolished and a new appointment made was arranged to be heard before the Court on July 19. A report will be published in our next issue.

Annual Sports Day

Members are again reminded to reserve Saturday, September 15th, for the Annual Sports Day. Full particulars will be given in our next issue.

SCOTTISH YEAR BOOK

COUNTY AND MUNICIPAL YEAR BOOK FOR SCOTLAND, 1934. (Printed and published by W. Culross & Son, Ltd., Coupar Angus, Perthshire.)

This book contains the name of every chief officer of the Scottish Government departments, county, town, and district councils, institutions, voluntary societies, national associations, Members of Parliament, Cabinet, and officers of State, and it is all compressed into 291 pages of good, readable type.—D. J. P.

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NATIONAL EXECUTIVE COUNCIL

(Continued)

Law officers transferred under the Local Government Act, 1929. The Court of Appeal, as will be noted, allowed Miss Gissing's appeal, thus reversing Mr. Justice Farwell's judgment. The N.E.C. learned of this decision with great gratification when Mr. F. W. Greenhalgh, chairman of the Poor Law Transferred Officers' Committee, presented the report of that Committee. Mr. Greenhalgh expressed the Association's sense of indebtedness to Mr. John Simonds, the legal secretary, for his work on this case. Mr. G. W. Coster observed that the Association's efforts in this case afforded a striking refutation of suggestions in some quarters that N.A.L.G.O. was not sufficiently interested in the welfare of transferred Poor Law officers of certain grades.

Cost of Living Figure

The Scarborough Conference, it will be remembered, expressed the opinion that the official (Ministry of Labour) cost-of-living index is out of date and unrelated to the budgets of local government officers. The National Executive Council was asked to make representations to the proper authority with a view to the preparation of an index which is up to date and which will be a more reliable reflection of the actual cost of living than is the present basis. The N.E.C. approved the proposal of the Service Conditions and Organisation Committee that a letter be sent to the Minister of Labour on the lines indicated in the reference from the Annual Conference, together with an intimation that the Association is prepared to send a deputation to meet him if he should so desire.

At a meeting between representatives of the Institution of Municipal and County Engineers and N.A.L.G.O., discussion took place in regard to the programme of salary scales and conditions of service which had been issued by N.A.L.G.O., when the National Executive Council of N.A.L.G.O. was recommended to delete the words "administrative, technical, professional, and clerical staffs" wherever they occur in the scales and conditions, and to delete Note 2 attaching to the scales of salaries. This note reads as follows:—

The scales do not apply to the technical staffs of Electricity Departments whose salaries and conditions are regulated by the National Joint Board of Employers and Members of Staffs (Electricity Supply Industry) or other officers whose rates of remuneration may be regulated by National Agreements.)

The N.E.C. have adopted these recommendations.

The Council also approved a recommendation of the Standing Joint Committee that paragraph 5 of the minimum standard of conditions of service should be amended to read:

All junior entrants into the service should be recruited, after public advertisement and notification to juvenile employment departments, from boys and girls of not less than fifteen years of age, with a minimum educational qualification of the First School Leaving Certificate (day school higher certificate in Scotland) or equivalent examination.

The B. & O. Fund

Matters arising on the report of the Management Committee of the Benevolent and Orphan Fund were, for the most part, of a routine character, and once again indicated the extremely valuable work which the fund is performing. Very cordial congratulations were extended to Mr. H. S. Newton on the signal honour of the honorary degree of Master of Arts conferred upon him by Sheffield University. Despite his wish to be relieved of the chairmanship of the Committee, Mr. Newton has again been elected to that office—a tribute to his distinguished services in the interests of one of the Association's greatest activities. Mr. M. O. McAuliffe has been elected vice-

chairman. Appreciation of the magnificent services rendered to the fund by Mr. C. W. Durley was expressed by the Committee.

Excellent progress was reported by the Committee of Management of the N.A.L.G.O. Provident Society, of which Mr. W. H. Whinnery has again been elected chairman and Mr. J. T. Baker vice-chairman. Membership of the Sickness Section at June 16 last was 13,446, as compared with 11,607 at the corresponding date last year. In the Death Benefit Section the respective figures are 827 and 698. The Committee do not favour voting by proxy at general meetings of the Society, a question which, it will be recalled, was reported at the last annual general meeting. Proxy voting, in the Committee's opinion, has very serious disadvantages. For example, it enables members who are keen on securing the passing of certain resolutions to circularise members, not only in their own branch, but throughout the whole of the Society, asking for their proxy vote, and a man with a pocket full of proxy votes can exercise them on behalf of a large number of members who have not heard the arguments for and against the motion. Again, the changing venue of the N.A.L.G.O. conference provides for a fairly representative distribution of members at each annual general meeting, and the great advantage of the present system lies in the fact that votes can be taken after a full and frank discussion giving all sides of the question.

At the Annual General Meeting the chairman pointed out that the Committee of Management had only considered the question of voting by proxy and it was resolved that the Committee consider the question of voting by the card system.

After a full and frank discussion on the whole question of voting the Committee is unable to recommend any alteration to the existing Rule 26—Meetings.

The Committee of Management of the Provident Society have also decided that no alteration be made in respect of Rule 12—Arrears—and that the present method of dealing with arrears of contributions be continued. Consideration of the proposed amendment of Rule 13—Sick Pay—has been deferred until the meeting of the Committee to be held in March, 1935. The N.E.C. adopted the report.

Approved Society Annual Meeting

The Approved Society Committee of Management reported arrangements had been made for the annual general meeting to be held in the Council Chamber, Shire Hall, Durham, on September 21, at 5.45 p.m., and that tea would be served in the Council Chamber at 5 p.m. The Committee also reported that at its meeting held on June 23, 1934, it had approved the letters sent to twenty-six members of the Society who had failed to comply with rule "K" by allowing their membership of the parent Association to lapse, although they were eligible, informing them that their membership of the Society would be terminated on December 31 next.

Mr. S. Lord, past president of N.A.L.G.O., has been appointed chairman of the Board of Management of Logomia for the year 1934-35, and Mr. G. W. Coster has been appointed vice-chairman. Messrs. S. Lord and G. W. Coster and Sir James Curtis have been appointed members of the Executive Committee. The Board of Management has decided that in future statements of introduction fees sent to the branches, information as to the insurer and the amount of the insurance, etc., be given only in respect of insurances effected through the local correspondent or other branch official, but that no information be given in such statements in the case of policies effected direct with headquarters, the introduction fees payable to the branch in respect of the latter policies being shown in a lump sum.

AT RANDOM

By "HYPERION"

The Retort Discourteous

A FOREMAN in a large engineering factory in the north of England had an interview with the managing director.

"Well, Smith, what can I do for you?"

"It's about my son, sir. He's just leaving school and I wondered if you could find a place for him in the office here."

"Why do you ask that, Smith?"

"Well, I thought, sir, that if he came, mebbe in twenty years' time or so he might get your job."

"Oh, you did, did you? I suppose you didn't think that if he went into the workshops he might in twenty years' time or so get your job?"

"Well, you see, sir, the lad's got no brains!"

* * *

Rhymes of the Times

- (1) Geo. Weeks was a solicitor
Who had to catch a train.
His wife said, "Do not miss it or
Your clients will complain."
But when a District Visitor
Delayed the frantic man,
The porters, with exquisite awe,
Observed the stout solicitor
Knock down the District Visitor
And leap into the van.

- (2) I wrote a letter to Aunt Maud,
Who was travelling abroad,
When I heard she'd died of cramp,
It was too late to save the stamp.

* * *

A Ratepayer's Little Joke

A Newbury ratepayer made out a cheque for rates to "Rip Van Winkle, Ltd." The Corporation paid the cheque into the bank and endorsed it "Treated as a fictitious payee and placed to the credit of Newbury Corporation," and the bank placed it to the Corporation's credit, marking the cheque, "Paid to the Corporation's account in just payment of a liability to them." The ratepayer had his little joke and the Corporation its rates.

Which only shows!

* * *

A Wonderful Comparison

"We cannot absolutely prove," wrote Macaulay, "that those are in error who tell us that society has reached a turning point, that we have seen our best days. But so said all who came before us, and with just as much apparent reason."

"A million a year will beggar us," said the patriots of 1640.

"Two millions a year will grind the country to powder," was the cry in 1660.

"Six millions a year and debt of fifty millions!" exclaimed Swift. "The high allies have been the ruin of us."

"A hundred and forty millions of debt," said Junius. "Well may we say that we owe Lord Chatham more than we shall ever pay, if we owe him such a load as this."

"Two hundred and forty millions of debt!" cried all the statesmen of 1783 in chorus. "What abilities, or what economy on the part of a minister can save a country so burdened?"

And what, I wonder, would any of these gentlemen say to-day? Probably a series of apoplectic fits would prevent their saying anything!

* * *

Two Epigrams

(1) "An ever open mind is like an open drain; it is apt to be the receptacle of a great deal of rubbish."

(2) "I saw you take his kiss!" "Tis true."

"Oh modesty!" "Twas strictly kept."

He thought me asleep—at least, I knew
He thought I thought he thought I slept!

Miscellany

There was once a man who got run in for winking at girls in the street. So he said it was a permanent affliction and winked all through his trial and got off. But the sad thing is that now he can't stop and he's been winking ever since.

EVELYN WAUGH.

* * *

An optimist is one who hops out of bed on a cold morning saying: "Well, old bed, I'll be back to you in seventeen hours."

A pessimist is one who hops into bed saying: "Shucks! Up again in seven hours!"

* * *

"Jeeves, who was the fellow who on looking at something felt like somebody looking at something? I learned the passage at school, but it has escaped me."

"I fancy the individual you have in mind, sir, is the poet Keats, who compared his emotions on first reading Chapman's Homer to those of Stout Cortez, when with eagle eyes he stared at the Pacific."

P. G. WODEHOUSE: "Thank You, Jeeves."

* * *

An Enterprising Council!

When the Mayor (Sir Alfred Woodgate) opened the meeting of Kingston-on-Thames Town Council last night, Councillor J. W. Barker gave him a Fascist salute and remarked, "O.K. Chief."

* * *

Another question by a member was: "Would the Public Health Committee consider the advisability of giving expert advice on birth control, where it relates to parents in rooms and unemployed persons, as a precautionary measure against unhealthy and undernourished children." Councillor Knowlden (chairman of the Committee) replied that, as the question raised ethical problems, it was hardly one for the Corporation to deal with. His own opinion was that we mortals should not "mess about with the Almighty's plans."—Report in *Surrey Comet* of debate in Kingston Town Council.

* * *

A Novel Post

"Lowestoft's appointment of an inspector of sunbathing is reported..."—*Daily Mail*.

Doubtless there was a record number of applications!

* * *

Holiday Reading

If you want an entertaining book for the holidays I can recommend "Cheapiack" by Philip Allingham.

ALL COPY FOR ADVERTISEMENTS IN "LOCAL GOVERNMENT SERVICE" SHOULD BE ADDRESSED TO THE ADVERTISEMENT MANAGER, "LOCAL GOVERNMENT SERVICE," 3 AND 4 CLEMENT'S INN, STRAND, LONDON, W.C.2. ALL OTHER COMMUNICATIONS TO THE EDITOR.

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A. W. HOYLE,
Director of Education.

WHERE TO STA

(Continued from page iii)

NEWQUAY (Cornwall).—Delightful in September. "Treskelly." Select Board Residence. Every comfort. 24 guineas.

ST. ANNES-ON-THE-SEA.—Trelawny Private 23 Fair Haven Road. 6 doors sea, close car H. and c. water in all bedrooms, electric light, comfort, cleanliness, and good cooking. Highly recommended. Reasonable terms. Public and private. Proprietors: J. and M. Noble.

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TORQUAY.—Dartmeet Private Hotel, Belgrave Central for all amusements, sea front, and tennis court. Hot and cold water and electric fires all bedrooms. Entirely redecorated and newly furnished. Special to Nalgoites. Tariff and current list of Tor attractions on application. Proprietor a Nalgoite.

TORQUAY.—Hotel Plaza, Braddons. Charming grounds, facing sea, South. Sea, all attractions minutes. Excellent Cuisine, own produce. Recommended. Moderate. Garages. Putting. Phone Proprietress.

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WHITEBY.—Victoria Boarding House, 12 Royal Crescent, Facing sea, etc.—Mrs. McInnes, proprietress.

WYKSHIRE DALES.—Jerry & Ben Cottage, Hel via Skipton. Little Guest House on edge of extensive moor in loveliest part of Dales. Elevation, 750. Modern sanitation, electric light, bathing pool, recreation, comfortable beds, home-made bread, etc. Galid-on spring water (no shortage). Moderate to Send for folder. Telephone: Burnsall 23.

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N.A.L.G.O. SPORT

NEWS FROM THE BRANCHES

LEWTY CUP CONTEST

The seventh annual bowling handicap of the Weston Branch was concluded on Thursday, July 5. It attracted originally 117 entries. The results were:—

Semi-final: T. Kenyon (Borough Treasurer's), W. Higginson (Electricity), 17; E. Maymon (Dock Offices), 21; J. Whalley (Juvenile Employment Department), 19.

Final:—Maymon, 21; Kenyon, 11. In addition to the four semi-finalists, prizes were also won by J. Parker (5th), W. H. Hoyle (6th), W. J. Ainsworth (7th), and F. Helm (8th).

The prizes were distributed by the Town Clerk, Mr. H. E. Nutter, and later an enjoyable smoking concert was held in the club house. The heads of most of the departments of the Corporation were present.

The Town Clerk, replying to a toast, said the social side of N.A.L.G.O. was all to the good, as it brought the representatives of the various departments together. Some of them rarely met in their official capacities, and the opportunity of a friendly meeting was helpful in many ways.

Hammersmith and Hastings

On June 7 the Hastings M.O.A. Cricket Team visited Hammersmith. The result was—Hammersmith 220 for 8; Hastings 97 all out. At the kind invitation of the Mayor of Hammersmith (Councillor A. Belsham) about forty went down to lunch, and the president of the Hammersmith Branch provided tea for a similar number. At the conclusion of the game, there was dancing in the pavilion on the ground the use of which was granted by the kind permission of the Royal London Insurance Company. Thanks were tendered to the Mayor, who takes such a keen and sincere interest in anything connected with staff matters.

Oldham and Stockport

Another link in the chain of friendship between Oldham and Stockport Branches of N.A.L.G.O. was forged on June 27 when the Stockport Branch paid their annual visit to the Moorside Cricket Ground, where games of cricket and bowls took place. Oldham took first innings and scored 49. Stockport made 56 for 7 wickets.

At bowls 19 ends were played. Of the first 12 cards returned 10 were in favour of Stockport. The remaining games went in favour of the "homesters," but Stockport ran out winners by 10 points.

At the conclusion of the games, Mr. G. H. Oldroyd, president of Stockport N.A.L.G.O., expressed the thanks of the visitors for the kindly welcome they had received, and for the generous hospitality which had been shown to them. In his reply, Mr. George Keast, J.P., said that they always anticipated with great pleasure the visit of the Stockport Branch, with whom they had so many things in common.

Somerset

The Somerset Branch played a return match with the Newport Branch on Saturday, July 14. The party journeyed by boat to Cardiff and thence by motor coach to Newport. The game was played on the green of the Newport Athletic Club. Scores: Somerset, 98; Newport, 56.

West Midlands

The fourth annual individual merit bowls championship of the West Midland district of the N.A.L.G.O. was held at the Crescent green, Shrewsbury, on June 30. The event which attracted competitors from the Coventry, Salop, Shrewsbury and Wolverhampton Branches, was won by P. G. Waddams (Wolverhampton), who bowled exceedingly well throughout. This was the Wolverhampton bowler's second success in the event.

Willesden Economy "Cuts" Solution

The readjustment of the economy "cut" in Willesden has brought about a happy solution to the situation much to the advantage of the staff, although the "cut" has not been fully restored. When, in common with most of the local authorities, the Willesden Council instituted economy measures, these measures did not take the form of reduced pay, but a requirement that the staff work a half-hour extra each day and have no payment for overtime. After direct negotiation between representatives of the Council and the staff, it has now been decided to amend the service conditions so as to enable the office to close at noon instead of one o'clock on Saturdays, and for every member of the staff to be absent one Saturday in three.

The result is that the "cut" of three hours a week will be restored to the extent of two hours only, but the staff are unanimous in their opinion that the concession of one hour two Saturdays out of three and the day off each third Saturday is not to be measured in terms of time. The Council has also restored the condition providing for payment for all overtime at ordinary salary rates.

The Willesden branch of N.A.L.G.O. are congratulating themselves that the outcome of an economy "cut" has now resulted in an adjustment which takes the form of considerably improved conditions of service.

Wakefield

The Wakefield and District Branch held their annual outing on Saturday, June 9, when eighty members and friends were conveyed in 'buses to the N.A.L.G.O. Holiday Centre at Cayton Bay. Capt. Kitching gave a hearty welcome to the party on arrival, and an excellent lunch was immediately served. The party was then conducted round the Centre, and everybody was charmed with the general situation and layout. Beach games, bathing, paddling and a "trip on the briny" occupied the time until tea. The party then went on to Scarborough. Several members expressed their intention of spending their next holiday at Cayton Bay.

Branch Outings

The settled weather has enabled many branches to enjoy annual outings under ideal conditions this year. Among successful branch outings have been Cardiff, to Windsor Castle, Maidenhead, Cliveden Woods, Bourne End, and Marlow; Derby, to Scarborough; Kidderminster, to Aberystwyth; Oldbury, to Llandudno; and Pontypridd, to Ilfrcombe and the N.A.L.G.O. Centre at Croyde Bay.

Cornwall

Members of the Cornwall Branch paid a visit to the Scilly Isles for the annual staff outing on Saturday, July 7. Leaving Truro by train, the party of about seventy boarded the *Scillonian* at Penzance, and, favoured by brilliant weather and a very fair sea, had an enjoyable crossing to St. Mary's. After a short stay at St. Mary's the majority of the party crossed over to Treco, where they were conducted over the beautiful Abbey Gardens with their magnificent array of tropical trees and flowers in full bloom. After tea at St. Mary's, the party re-embarked and were entertained by the "County Officers' Choir" on the foredeck during the return journey.

The arrangements for the trip were in the hands of Mr. W. H. Abbiss (Chairman of the Social Committee) and Mr. W. J. Stearn (Hon. Social Secretary).

Barry

The annual outing to Minehead and Exe Valley took place on Wednesday, June 23, when some sixty-five members and former colleagues made the journey. Lunch was taken at the

Plume of Feathers Hotel, Minehead, and later a motor coach tour was made of the Exe Valley via Winsford and Dulverton. Tea was taken at the Lamb Hotel, Dulverton.

Hammersmith

On Friday, June 22, 104 members of this branch and their friends spent a very enjoyable evening at the Aldershot Tattoo. The party travelled by coach, and supper was served in the coaches before returning to town. This is the first time that an outing of this nature has been attempted, and its success was evident by the enthusiasm of the party.

Long Eaton New Branch

A well-attended meeting of officers was held at the Council House on June 22, when it was unanimously agreed to form a Branch as from July 1. Mr. O. Cuniffe presided at the meeting, and Mr. P. J. Barsby accepted office as hon. secretary. A hearty welcome, Long Eaton!

Barnsley

An interesting ceremony took place in the new Town Hall, Barnsley, when Mr. A. E. Gilfillan, who for five years was Deputy Town Clerk, and who recently was appointed Deputy Town Clerk of Middlesbrough, was presented with a radio-gram subscribed for by members of the Branch. The presentation was made by the Town Clerk, Mr. A. D. Mason. Responding, Mr. Gilfillan expressed the hope that the Council would, in the very near future, see their way to place his colleagues on the same favourable terms as officers in other towns by adopting a Superannuation Scheme. Mr. Gilfillan acted as Joint Honorary Secretary of the Branch along with Mr. H. W. Newton, and added that he hoped good would emanate from their work. He expressed his regret at leaving Barnsley, and added that the five years he had spent there would remain fragrant memories of five years' friendship and true fellowship.

The members of the West Riding Mental Hospital Branch visited Scarborough and Whitby by motor-coach on June 10, on the occasion of their first social venture. The arrangements were made by a small sub-committee, of which Mr. C. Parkinson acted as secretary.

MARTIN LUTHER

Until I read "Martin Luther," by Mr. Brian Lunn (Ivor Nicholson & Watson, 12s. 6d.), I confess that Martin Luther had always been to me a somewhat shadowy personality. I appreciated Luther's influence on the world's thought and the world's history, but of his personality I knew little or nothing. Mr. Lunn certainly succeeds in making Martin Luther, the man, come alive.

Attempts have been made within recent years to discredit Luther and to minimise the debt of mankind to his genius. Mr. Lunn's biography is not an attack; neither is it a fulsome eulogy in the style to which so many modern biographers are addicted. He claims for Luther a tremendous achievement—the creation of that great instrument of expression of philosophic and religious thought—the German language. The book explains how Luther brought forward his own ideas on religion; how he broke away from the speculations of the contemporary theologians and put to them new questions with regard to the relation of man to God. The book is admirably produced and illustrated by eight reproductions of paintings and woodcuts.—C. K. W.

IMPORTANT DATE

August 31.—Branches to remit all monies due to the Association to headquarters.

HOME GARDENING

By WALTER P. WRIGHT.

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopædia of Gardening," etc.

A GRILLING summer, my readers, and, for once in a way, one's notes in anticipation of such circumstances have not been contradicted by events. I hope I shall not be considered unsympathetic by nature if I say that I was rather glad to hear that the use of hose in flower gardens after the publication of restrictions had been punished. The reason is not unvarying respect for restrictions of all kinds, because I think that quite a few are very silly; but because I have yet to be satisfied that the hose does not generally do more harm than good. I have observed more than once that the hose-user is the least successful gardener while the hoe-user triumphs. There is a real and ever-present danger in hosing—that it leads to "panning" (the surface of the soil becoming sealed) unless the hoe is plied also. Under such conditions plants have a poor chance of thriving. To put it tersely, a little water and a lot of hoeing make a safer combination than a lot of water and very little hoeing.

Using manure as a mulch also conserves water, because much less liquid is needed to damp a coat of manure than to soak the area of soil it covers; indeed, a bed well hoed and then mulched will do well with a very moderate quantity of water. Certainly the manure should be moistened occasionally, because if it is allowed to get quite dry it will shrivel up and serve no particular purpose; but a simple way of damping it is to use refuse liquids from the house. The "washing-up" and other kitchen liquids that go down sinks could be used for the garden with little trouble and much benefit.

Another way of economising water in the garden is to add a little nitrate of soda to a reduced quantity for plants that are languishing.

Thus a batch that might need 10 gallons of water to get them into free growth could be set going by half that quantity if 3 oz. of nitrate of soda were dissolved in it. Even a few grains of this chemical stirred up in a can of water have a magical effect on debilitated plants.

Reverting to hose, probably most people fly to it first because they get worried about their lawns, fearing that if these once get really brown they will never green-up again. Assuming the lawn to be well established, the fear is vain. Well-managed lawns are as virile as old soldiers and never die. Naturally one likes them to be green, and saving a few shillings on gardeners' wages is poor consolation for a brown sward, but actual dying-out is rare. Striving for even a little benefit from the circumstances, one can see and uproot weeds quickly when the grass is thin and tarnished. Mild consolation, perhaps, but better than none at all.

Up to the time of writing, Roses have done extremely well. There has been less fly than usual; nor have I for one seen much black spot or maggot. So we have something to be thankful for. That lovely Dwarf Polyantha Rose Coral Cluster has been better with me than I have ever had it, and the exquisite sprays blend delightfully with flowers of the Hybrid Tea Shot Silk and with such pink-on-cream Sweet Peas as Mayfair and Magnet. The colour of the latter, salmon-pink on cream, is so lovely that I am earnestly inquiring whether the time is at hand when we shall get it on a plant as vigorous and free-flowering as Pinkie. Magnet does not attain that delectable standard: I only wish it did.

There has been a certain but perhaps not unusual amount of mildew on some of the

Roses. One can use sulphide of potassium this, 1 oz. per 2½ gallons of water, and mixture is very cheap; or one can buy tins mildew-destroyer, such as Ewing's and Willi at the florists. The liquid should be put on a fine spray at a temperature of about 80 deg. Fahrenheit. If, however, a particular pink Rose has been attacked for two or three consecutive years, despite spraying, I should consider getting rid of it on the supposition that its constitution had become impaired. This sometimes happens and is unsuspected. Make sure, when there is mildew about arches or pergolas, that the roots of the affected trees are not dry, as such a condition not easily lead to an attack of mildew. I believe that so apparently trivial a thing as a tuft of grass in the base of a Rose may, by absorbing good deal of moisture, conduce to a mild attack. Such a tuft may get very dense and form a mat of greedy roots very difficult to extirpate.

Well, drought troubles or no drought troubles, we must continue to look ahead with cheerfulness and remember that such things as Zonal and Ivy-leaved Geraniums, Marguerite Alyssums (how this little silvery beauty loved the weather conditions and spread in great masses!), Ageratums, Heliotropes, Antirrhinums, Verbenas, Petunias, Gazanias, Lobelia and mauve Nepeta (Catmint), also Lavender, may be increased by cuttings in August. Pansies, Violas, and Pentstemons will do month later. We must remember, too, that Carnations may be increased by layering the pendant tufts of leaves, or rather the prostrate stem which carries them.

Dahlias are thoroughly enjoying the sun weather, and if it lasts through August they will be glorious in September, always provided they can be prevented from flagging. This is not a very difficult matter if every drop of moisture is conserved in accordance with the remarks above.

The ubiquitous earwig will, naturally, wash its mite among them and must be kept in subjection by trapping with hay- or moss-filled pots and by other approved means. With reference to the dwarf bedding type I mention that I planted a border with the orange-coloured Paisley Gem in mixture with the old brown and yellow Marigold Legion of Honour and it is very pleasing.

It is a great year for Nasturtiums, which revel in the sunshine and do not mind the drought. I wonder if growers of the wonderful Golden Gleam (which is thriving gloriously) have found a scarlet "rogue" in it, as I have. There are very few plants of it, however, which should be mentioned that my plants were raised from home-saved seed.

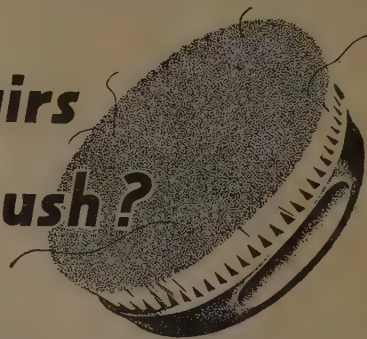
It has not been too good a year for Paeonies and I mention with reserve the fact that this is one of the few first-class hardy herbaceous plants which can generally be lifted and divided in August to advantage. In such a year as this, however, I would only lift now in urgent cases. It scarcely seems necessary to make the same reservation with Flag Irises, which should be divided now if fresh stock is wanted.

Heat and drought are not, at present, favourable for planting out in nursery beds such biennials as Wallflowers, Canterbury Bells, Forget-me-nots, Sweet Williams, and Brompton Stocks sown in May. Perhaps in some cases thinning in the rows will suffice. Do not, however, let the plants run up into lanky stuff which will never give satisfaction. Rather make shift with fewer plants if they can be kept sturdy by thinning.

The greenhouse-owner may deal with early Hyacinth, Paper White Narcissus, Freesia, and Van Thol Tulip bulbs this month; also wit seeds of Cyclamens, Schizanthuses, and Winter Stocks. Add Clarkias and Mignonette if they are liked for spring flowering under glass.

Chrysanthemums in pots will need regular watering and may be top-dressed with rich soil if there is room in the pots, otherwise a little fertiliser may be watered into the soil once a week. Growers of big blooms will be giving due attention to bud-selection, which needs expert management.

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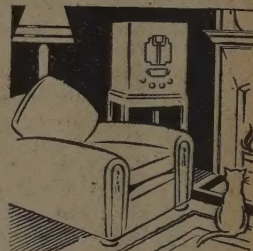
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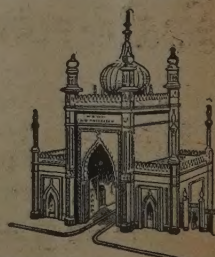
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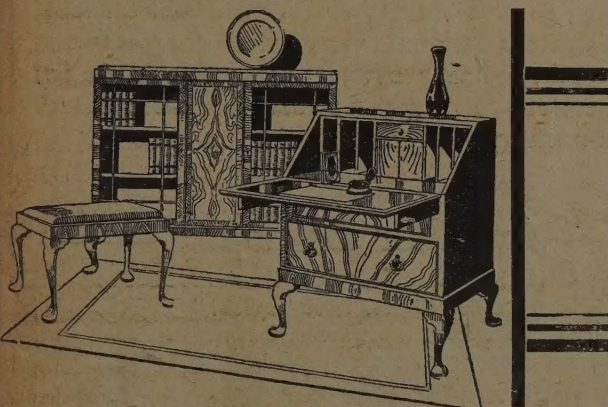
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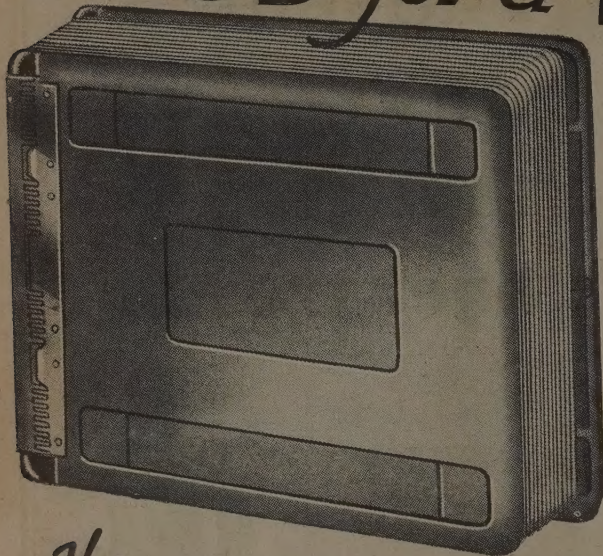
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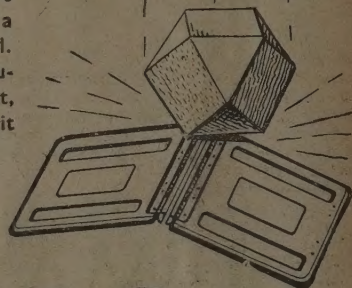
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